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# **USSR** Report

TRADE AND SERVICES

No. 1204



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#### INTERNATIONAL ECONOMIC RELATIONS

#### METHODS OF FINANCING CEMA'S LONG-TERM PROGRAM

Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 20

[Article by Prof Yu. Konstantinov, chief of a department of the CEMA Secretariat: "Financing the Target Programs"]

[Text] An important result of the 30 years of CEMA's activity is the creation of the modern currency-finance mechanism: the international collective socialist currency of the CEMA members (the transfer ruble) and the system of multilateral settlements and the extension of credit in this currency and the establishment of the two collective banks—the International Bank of Economic Cooperation (MBES) and the International Investment Bank (MIB).

#### Proven in Practice

Currency-finance and credit instruments have been improved in the course of implementation of the Comprehensive Program of Socialist Economic Integration. A number of documents has been adopted regulating the CEMA countries' currencyfinance and credit relations in the sphere of construction through joint efforts and the operating of projects, scientific-technical cooperation and the financing and settlements of the interstate economic and international business organizations of the CDMA countries concerned. Measures have been implemented for a mutual easing of currency restrictions for citizens in exchanging and transferring the national currencies of the CEMA countries and also for improving the provision with foreign currency during reciprocal trips from one country to another. As experience shows, the system of foreign trade and currency-finance relations which has taken shape at this time corresponds to the interests of plan-geared economic cooperation and insures the equivalency of the settlements and equal rights for all participants. The CEMA session statement on CEMA's 30th anniversary observes: "Mutual foreign trade, currency-finance and credit relations have been established and are constantly being improved which are stimulating the plan-based intensification and development of economic and scientific-technical cooperation between the CDMA countries and promoting these countries' efforts to weaken the influence on their economies of the crisis phenomena of the world capitalist economy."

But it is important to continue to improve these relations. Under the new conditions they must contribute more actively to the accomplishment of the most important tasks of ecoperation, the fulfillment of mutual commitments and to timely and continuous currency-finance support for joint large-scale projects and also the tasks ensuing from the coordinated plans of the CEMA countries' multilateral integration measures.

This task is becoming particularly urgent now, when five long-term target programs of cooperation (DTsPS) have been adopted in the most important sectors of material production. Large-scale economic resources, including financial and foreign currency resources, are required for their realization. In this connection great significance is attached to the problem of financing the DTsPS.

The investment program of the coordinated plan of multilateral integration measures for 1976-1980 is valued in monetary terms at approximately 9 billion transfer ruble. In each subsequent five-year plan drawn up on the basis of the DTsPS calculated up to 1990 this program will require considerably greater outlays.

An important role is played by the CEMA countries' national final ial-credit systems in mobilizing monetary resources. The policy being pursued by the fraternal countries' communist and workers parties to increase economic strength, expand and replace production capital and insure the stable, balanced growth of the entire economy is creating conditions for a consistent and plan-geared increase in their own sources of financial resources. It is obvious that some of them could also be used to finance the DTsPS. Simultaneously socialist economic integration is acting as an increasingly important factor of economic growth and of the growth of the national income and, consequently, of the financial resources of the CEMA countries.

But in connection with the considerably expanding cooperation and the development of joint investment activity efforts on the part of the national financial-credit systems of the CEMA countries alone will clearly be insufficient for realization of the DTsPS.

The role of international socialist credit is increasing. At present the most developed form of the CEMA countries' participation in joint capital investments is the extension of specific long-term credit for the construction of major projects on the basis of intergovernmental agreements. It is important here to take advantage of the positive experience accumulated in the financing of integration projects provided for in the agreements ensuing from the Coordinated Plan of Multilateral Integration Measures for the current five-year plan. They stipulate that the financing of the projects being installed will be undertaken by the participating countries jointly on a compensation basis. The countries concerned grant the country on whose territory the project is being built advance supplies of the materials, machinery and equipment necessary for the installation of the project and also consumer goods and other commodities to carry out certain operations "on account."

Together with this, other methods of financing (extending credit to) measures in the sphere of the CEMA countries' economic and scientific-technical cooperation are also employed: separate financing by each country participating in the cooperation, several participation in joint financing and others.

All the enumerated methods of financing could also be employed in the future—upon the conclusion and implementation of general and, ensuing therefrom, bilateral agreements connected with realization of the DTsPS. An appreciable role could also be played by the international currency-finance system. This is convincingly attested, in particular, by the experience of the work of the MIB and MBES—important components of this system. Their activity is acquiring ever increasing significance for the development of socialist economic integration.

Thus in the period 1971-1978 the MIB accepted for the extension of credit 61 projects, whose estimated costs are in excess of 8 billion transfer rubles. For financing the construction and modernization of these facilities the bank extended credit to the tune of over 3 billion transfer rubles. It made a considerable contribution to the installation of the "Soyuz" gas pipeline, granting for the financing of this project credit to the tune of 2.4 billion transfer rubles, including credit in convertible currency.

# With Consideration of the Long Term

However, for the continuous financing of the DTsPS it will be necessary to continue to improve the currency-finance and credit mechanism internationally. The appropriate work is being performed in this area, aimed particularly at securing reliable sources of credit for the DTsPS. I believe that among these a definite role could be played by the special funds which it is intended to create in the MIB in connection with its planned participation in the financing of individual projects included in the DTsPS. It is proposed to form these funds mainly in transfer rubles from the resources of the countries concerned for the extension of credit for the construction of projects by joint efforts. The funds will be created for each project. These projects will be revealed in the course of coordination of the national economic plans for a five-year period. It is planned that upon the creation of the specialized funds the countries concerned will contribute the necessary resources by means of supplies of machinery, equipment and materials for the projects being built in the amounts corresponding to the countries' several participation.

The creation of these funds will contribute to the rational concentration of the resources of the participating countries and the strengthening of bank influence on the efficient utilization of the capital. The countries concerned will acquire the possibility of utilizing the bank mechanism to control their resources. A unified system of settlements between the countries with respect to projects of joint construction credited by the MIB will thus be formed. The account of the obligations of the find's participating

countries for supplies of machinery, equipment and materials and allocated financial resources and also for deliveries to the countries concerned of the products from these projects will be concentrated in this bank.

The decisions of the 33d session raised as a principal task that of the preparation of an entire system of agreements which would determine in concrete form the volumes and terms of the participation of the countries concerned in the implementation of the measures envisaged in the DTsPS. And this presupposes the solution of a whole number of questions connected with credit relations and the employment of various currency-finance instruments.

Documents drawn up earlier by the CEMA Permanent Commission on Currency-Finance Questions containing concrete recommendations concerning possible methods of a settlement of currency-finance questions which arise could be used for this. They include the commission's proposals on the joint construction and operation of projects by the countries concerned and on an improvement in the settlements for outlays in the domestic prices and rates of the CEMA countries during the installation of projects, model regulations on currency-finance settlements connected with the cooperation of scientific and technical research, model regulations on the financing and the settlements of the international economic and business organizations and also other of the commission's documents.

As experience shows, the concrete methods of the solution of currency-finance questions connected with investments are agreed by the countries concerned upon their conclusion of the corresponding agreements on cooperation in the construction of individual projects.

The CEMA Permanent Commission for Currency-Finance Questions has adopted a decision to further improve currency-finance and credit instruments in the sphere of the economic and scientific-technical cooperation of the CEMA countries and in connection with fulfillment of the DTsPS also.

Of course, it would be wrong to claim that all aspects of the multifaceted problem of currency-finance support for the DTsPS have already been decided and that there are no further tasks. Under the conditions of the realization of the DTsPS increasing urgency is attached to the question of the fuller guarantee of the equivalence of the settlements and of the reliability of the economic evaluations of the adopted decisions, which, in turn, demands the further improvement of currency-finance instruments.

In particular, the procedure of settlements for outlays made by proceeding from the domestic prices and rates of the CEMA countries in the sphere of economic and scientific-technical cooperation upon the joint installation of projects is obviously in need of a certain suplification. Furthermore, this procedure is quite complex and laborious. Specialists of the CEMA countries are of the opinion that it should be simplified as far as possible.

This would facilitiate, for example, the recalculation of the estimated costs of the construction of projects expressed in the national currencies in transfer rubles—the collective currency of the CEMA countries.

The active assistance of the currency-finance and credit instruments to the realization of the DTsPS would serve as important proof of these instruments' efficiency.

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#### INTERNATIONAL ECONOMIC RELATIONS

# SOVIET ECONOMIC EXCHANGES WITH CAPITALIST COUNTRIES DETAILED

Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 pp 21-22

[Article by Ye. Yastrebov, chief of an administration of the USSR State Committee for Science and Technology: "The USSR's Scientific-Technical Cooperation With Capitalist Countries"]

[Text] Scientific technical cooperation with the industrially developed capitalist countries occupies an important place in the system of the USSR's foreign economic relations. These relations have begun to acquire an increasingly long-term and large-scale nature recently. In addition to the IC-year programs of economic, industrial and scientific-technical cooperation with France, the FRG, Austria, Finland, Italy, Great Britain, Sweden and Belgium already in effect a further two long-term programs were signed in 1978 with Denmark and Canada. An agreement between the USSR and Switzer-land, in accordance with which a Soviet-Swiss long-term program of industrial and scientific-technical cooperation was drawn up and signed in July 1979, has begun to take effect. At the start of this year an intergovernmental agreement on scientific-technical cooperation was signed with Spain. It thus became the 19th state of the capitalist world to pursue its scientific-technical relations with the Soviet Union within the framework of intergovernmental agreements.

The results of scientific-technical cooperation are being utilized on an increasingly extensive scale in joint industrial-economic projects being undertaken by Soviet organizations with firms of the capitalist countries and are becoming the foundation for the organization of production cooperation providing for the creation of new types of machinery and equipment and assembly lines and the development of new materials.

Scientific-technical cooperation with Austria is being effected in chemical industry, metallurgy, machine building, construction and the health service. A number of efforts has been made with [Shtol'lak] on the problem of improving the quality of varnish for protecting packaging and on the creation of an undercoat for painting automobile bodies by the electroplating method. Supportation is being effected in the field of the application of synthetic

resins in construction materials with [Vianova] in the field of polyester furniture lacquers with Reicholdt Chemie and for the creation of light-reflecting materials for the development of highways with [Svarovski]. Soviet-Austrian cooperation has been further developed in the sphere of an improvement in and standardization of machinery for the repair and maintenance of railroad track with Plasser and Teurer and in the sphere of the development of new equipment for fitting out gas stations with Schwelm-Strager. A joint program of cooperation has been agreed with Voeest Alpine in the sphere of improving the techniques of the production of steel with a high degree of purity.

The principal spheres of scientific-technical cooperation with Belgium are chemical industry, machine building, the mechanization of processes in ferrous metallurgy and nonferrous metallurgy. Cooperation is developing successfully in the ehemical industry with the traditional partners—UCB. Solvay, Petrofina, Agfa-Gevaert, [SRX, Tansiya] and [Essochem] can be cited among other partners of Soviet organizations in the chemical sphere. Extensive joint work and research is also being conducted with the Belgian metallurgical firm Cockerill. A wide-ranging program of cooperation has been agreed on in the sphere of nonferrous metallurgy with a number of Belgian firms incorporated in the Societe Generale de Belgique group. A long-term program of joint work has been agreed with the Diamant Bor and [Trakoza] firms in the sphere of equipment for the mining and treatment of stone and with [Bal'to] in the sphere of nondestructive methods of controlling the quality of welded couplings.

The main spheres of cooperation with Great Britain are the coal industry, power, engineering, electronic engineering, machine-tool building, containerization, problems of protecting metal against corrosion and medical apparatus. In particular, institutes of the USSR Ministry of Coal Industry and Britain's National Coal Board have continued the joint development of a cutting coal combine for hard rock. The sides have now completed a draft outline of the combine. The joint development of various-purpose medical apparatus is underway in the sphere of medical equipment in cooperation with a number of British firms. Apparatus for artificial pulmonary ventilation has, in particular, been developed and tested, as has the collation and transmission of information from diagnostic apparatus to a computer.

The Soviet Union's main partners in cooperation with Denmark are the Danish Ministry of Housing, the [F.L. Smidt] (construction materials industry), Niro Atomizer (chemical machine building), Hempels Marine Paints (chemical industry), Burmeyster & Wain (shipbuilding), and [Disa elektronik] (instrument making), the [Rise] National Laboratory (peaceful use of atomic energy) and the N. Bobr Institute of Theoretical Physics. The engineering plan of an automated drying installation with a productivity of 50 tons of vaporized moisture per hour for thermosensitive materials has been completed in cooperation with the Niro Atomizer Firm. Talks are currently underway on organizing cooperation with the firm in the production of the above installation.

The restoration of diplomatic relations between the USSR and Spain lent impetus to the levelopment of scientific-technical contacts between the two countries. An intergovernmental agreement on scientific-technical cooperation between the USSR and Spain was signed in January 1979. As a result of the contacts established with Spanish firms the sides have displayed an interest in the organization of cooperation in such spheres as the coal industry, ferrous and nonferrous metallurgy, power engineering, means of communication, petrochemistry, shipbuilding and transportation. The cooperation of Soviet organizations with the Institute of National Industry, which unites 250 Spanish firms, could be promising in this respect. An agreement has been concluded with the Spanish [UNOSA] on cooperation in the sphere of the coal industry.

Cooperation with Italian firms is being pursued successfully in such traditional spheres as chemistry and petrochemistry. Thus efforts are being made with the Montedison concern to improve the techniques of the production of titanium dioxide and to obtain terephtalic acid, pesticides, varnishes and paints with consideration of environmental-protection requirements. Cooperation has also been actively developed with the ENI Association on the creation of the "ammonia-carbamide" process and new types of catalytic agents and on the use of immobilized enzymes and biocompatible materials. A device was commissioned in the USSR in 1978 for the production of surface-active substances which was created in cooperation with Pressindustria. The joint development of a new technological process for the production of chlorine and caustic soda by the pressurized electrolysis method has been undertaken with [Orontsio de Nora].

A considerable place in Soviet-Italian cooperation is assigned to problems of instrument making. A definite amount of work was performed, in particular, or the mating of new types of machine tools developed by Soviet organizations with the Marpons firm's active quality-control systems even at the stage of design development and the manufacture of experimental models. New spheres and directions have recently appeared in Soviet-Italian cooperation—aviation metalliargy (EFIM) and [Melotekmo], equipment for nuclear power stations [Finneskanika] and [Finsicer]), the creation of automated warehouses (Fata) and the production and retreading of automobile tires ([Marangoni]).

Designific technical cooperation with Canada is being pursued in the sphere of timber and pulp and paper industry, architecture and construction, the oil industry and aviation transport. In accordance with a plan of work in the 3.1 industry sphere a joint plan for drilling an oil well in the USSR under remafrost conditions has already been completed, and preparations for consting tests of Soviet drilling equipment in Canada are continuing. Scinitific-technical cooperation is currently being developed in the sphere of inferrous metallurgy with a group of Canadian firms (INCO, Falconbridge, addit Gordon and Noranda). The second session of the Soviet-Canadian Mixed Commission for Economic, Industrial and Scientific-Technical Cooperation, during which a long-term program of economic, industrial and scientific-technical cooperation between the USSR and Canada was signed, was held in

October 19.8. The Soviet-Camadian Commission observed that implementation of this program would be an important step forward in the further broadening and intensification of mutual beneficial relation bet sen the USSR and Canada.

Cooperation with the Netherlands is being pursued within the framework of coordinated plans and programs of joint work in the sphere of chemistry, the perfumery, meat and dairy and find industries and environmental protection with such major concerns and firms a VMF-Stork, AKSO, IFF, Naarden and Unilever. Soviet organizations have begun cooperation with Bos Kalis Westminster in the sphere of credging techniques. It is planned to extend cooperation in the agricultural sphere.

Work un scientify -technical cooperation with Norway is being performed in the collowing areas: civil engineering (the Norwegian scientific Research construction institute), tishing (the [Riber] and son and [timrad] firms), electronics (the Mikron and [Konsberg Vopenfabrik]) firms, shipbuilding [Det Noshke Veritas]) and "hers.

A program of scientific . . . 11 cooperation has been coordinated with Portugal in such spheres as ; er engineering, nonferrous metallurgy (treatment of pyrites), agriculture and forestry, basic research and the processing industry.

The business world and prominent scientists of the United States are displaying as interest in and aspiration to the uncollection of suitually beneficial scientific-technical and economic coopers for with the eviet Union. The results of the sixth session of the America -Soviet Trade-Economic Council, which was held in Moscow at the end of 1975, are mapping testimony to this. Scientific-technical cooperation with the United States extends to more than 400 uncent problems of modern science and technology. A new feature of the contractual practice of Soviet organizations with American firms is the trend toward the establishment of long-term relations. Many agreements are now signed for a 10-year period and not for 5 years as was the case hitherto.

A test installation for optaining it concentrates of whey proteins which could be used for the production of children's and dietary protein-enriched foods has been created in continuation with the American Loca-Cola firm at an experimental-production plant of the USSR Ministry of Meat and Dairy Industry in Uglish. It can be tion with Abbet Laboratories specialists of this same ministry are decelerate new children's and dietary food products on a dry milk basis of the "limitar" town on experiment concerning the creation of an agrarian-intestrial complex for the cultivation and industrial processing of tomatoes will be successfully completed this year in the Moldavian SSR with the participation of the FMS firm.

Notable successes have been achieve in cooperation in electrometallurgy. Soviet and American specialists hav developed the technology and apparatus for the application of optical coatings to various surfaces by the electron-beam vaporization method. Use was made here of Soviet experience and apparatus for creating the source of the electron team and American development of the vaporization chamber. Improved techniques of the welding of steel structures designed for work at low temperatures like, for example, liquified gas pipelines and reservoirs were developed jointly.

Scientific-technical cooperation between the USSR and Finland is being pursued within the framework of more than 30 working groups of the Soviet-Finaish Commission for Scientific-Technical Cooperation. In development of the Long-Term Program of the Development and Extension of Trade-Economic, Industrial and Scientific-Tecknical Cooperation Between the USSR and Finland up to 1990, which was signed in May 1977, a whole number of agreements on scientific-technical cooperation was concluded with the following Finnish jointstock companies in 1978 and 1979: with [Sadolin] in the sphere of the develepment of fireproof bodies for metal, wood and plastic products and structures, with [Kone] for elevator equipment and with [Khortus] for the development and construction of hanger hothouses for regions with harsh climatic conditions. The equipment of production lines of great capacity for the production of book-magazine and other types of paper is being developed jointly with Valmet. In conjunction with Nokia 10 transfer lines for the production of insulated core of telephone cable with the use of a control computer have been installed and commissioned at the "Odesskabel" Plant. A great deal of work is being done within the commission framework on environmental protection.

The joint study "USSR-Finland: Mutual Influence of Scientific-Technical and Domestic Cooperation"-- the first such study in the practice of the cooperation of countries with different social systems--was prepared in 1978.

I leading partner of our country in scientific-technical cooperation is France. Cooperation has been extensively developed with it in the sphere of the study and use of space. A number of joint studies has already been conducted in the sphere of space physics, space meteorology and space medicine. The Soviet-French "Cyto" biological experiment concerning study of the behavior of live organisms in space was successfully conducted in January 1978 on the Soviet Salvut-6 space station. The simultaneous operation of the scientific apparatus of the Soviet Prognoz-6 satellite and the French Sneg-3 satellite, which was put into orbit by a Soviet carrier rocket, has made it possible to brain valuable information on cosmic gamma radiation.

There has been an exchange of technical documents of the BN-600 and Super-Phoenix fast-breeder reactors and a number of joint efforts has been made in the sphere of controlling thermonuclear synthesis and plasma physics and also high-energy physics and distillation problems in the sphere of the peaceful use of atomic energy. Cooperation has been organized on questions of the reprocessing of irradiated nuclear fuel and the heat supply of the nuclear power stations.

There has been successful cooperation in the sphere of color television with the firm of Thomson [Th.SF, on the joint development and production of studio and outdoor equipment for the Olympic Games in Moscow.

Soviet-French cooperation has been actively developed in questions of the development, production and use of computers, peripheral units and data-transmission apparatus and the use of mathematical methods and computers in planning.

Within the framework of agreements on scientific-technical cooperation with FRG firms and organizations joint studies and efforts are being made in the spheres of chemistry, electronics, heavy and transport machine building, machine-tool building, the coal industry, agriculture, light and food industry and metallurgy. A number of developments and the testing of new types of machinery and equipment is being undertaken on a cooperative basis. Research is being conducted in conjunction with Boechst in the sphere of surface-active substances for the intensification of oil production and also with respect to the techniques of dyeing polyester fibers. An important field of cooperation with Bayer is the use of polyurethanes in various sectors of industry, particularly in the auto industry and in the production of footwear (manufacture of the shoe's sole from polyurethane foam). The elaboration of a continuous method of dyeing woolen and polyamide fibers for the production of carpeting is being undertaken in conjunction with BASF.

A broad range of scientific-technical and industrial cooperation on a cooperation basis is also being realized with a large group of West German medium and small specialized firms in the sphere of machine-tool building and press equipment. Thus on the basis of the joint development with the Gildemeister firm and the manufacture at the Machine-Tool Plant issue is. Ordzhonikidze of two experimental models of the "Agregat-mashina" seminatomatic lathes a contract has been concluded with the firm for it to be supplied with 10 machine tools in 1979. In cooperation with Fieselring work was completed at the end of last year on the modernization of a model of a single-crank press with a 190 ton-form strength manufactured by the Voronezhskiy Forging and Pressing Equipment Plant meni Kalinin for the purpose of organizing subsequent cooperative production.

New fields and questions of cooperation were agreed with a number of West German firms in 1978 and 1979. In particular, agreements were signed with the Daimler-Benz firm on acoperation in the sphere of the servicing of passenger automobiles and trucks in the period of "Olympiad-80" in Moscow; and a program and the terms of cooperation have been coordinated with a group of West German firms headed by Salzgitter in the sphere of the conversion of coal to liquid and fuel gas.

The principal spheres of scientific-technical cooperation with Sweden are heavy and power machine building, electrical engineering, metal working, agriculture, environmental protection, construction, pulp and paper industry and problems of flight safety. The joint development by the Ministry of

Electrical Equipment Industry and Nife-Yungner of a nickel-iron accumulator and battery for starting railroad locomotives was completed in 1979. Co-operation is developing actively in the sphere of arc welding equipment with ESAB, metal-cutting gear with Sandvik, and heavy machine building with Asea.

Scientific-technical cooperation between the USSR and Switzerland is being pursued in the sphere of machine building, machine-tool building, instrument making, chemistry, electronics and agriculture. The most active scientific-technical contacts are maintained with the Swiss Watch Board and the Brown Boveri, Sulzer and [Tebryuder] Bueler machine-building firms. A characteristics fature of the cooperation is the fact that not only the major Swiss corporations but also the medium and small specialized firms cooperate with the Soviet organizations. The realization of a broad program of coopyration with Swiss Ciba-Geigy and Sandoz chemical firms continues. With the participation of specialists from these firms laboratory and production tests of dyes and auxillary textile substances for the purpose of their subsequent use for improving cloth dyeing and finishing techniques have been conducted at the Pinskiy Outer Knitwear Combine and Mogilevskiy Silk Cloth Combine. Chemical plant-protection agents have been developed and tested.

Scientific-technical cooperation with Japan continues to broaden. Two important spheres of cooperation have been agreed on: nuclear energy and agriculture.

Scientific-technical contacts are pursued in the sphere of metallurgy with Sumitomo Metal and Nippon Steel, of insulation materials and thin film with Nitto Electric, of electric locomotives and high-speed elevators with Hitachi and of chemical fibers with Teijin. In cooperation with the Toa engineering firms work was recently completed on the compilation of a draft outline for an installation of great capacity for ammonia production. Trials of Komatsu's industrial bulldozers are being conducted in Magadanskaya Oblast and in Yakutia.

Scientific-technical cooperation with the capitalist countries is contributing to the development of the Soviet Union's mutually beneficial foreign economic relations with many capitalist countries and promoting a strengthening of the principles of the peaceful coexistence of states with different social systems.

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# INTERNATIONAL ECONOMIC RELATIONS

#### PRIEFS

CEMA AGRICULTURE—A routine session of the CEMA Permanent Commission for Agriculture has been held in Sofia. The commission examined and approved within the framework of the long-term target program of cooperation in the sphere of agriculture and the food industry draft agreements on multilateral international specialization and the mutual use of the general stock of beef cattle, on the creation of an international center for poultry breeding and others. The proposals of the Socialist Republic of Vietnam on its participation in the international division of labor in the sphere of agriculture and forestry were discussed, and the commission's corresponding resolution on this question was adopted. [Moscow KONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 20] 8850

SOVIET-AUSTRIAN COOPERATION--The lith session of the Soviet-Austrian Mixed Commission for Economic and Scientific-Technical Cooperation has been held in Vienna. Questions of fulfillment of the long term agreement on commodity exchange and payments between the USSR and Austria and the program of an intensification of Soviet-Austrian economic, scientific-technical and industrial cooperation over a 10-year period were examined. In 1978 Soviet-Austrian commodity turnover amounted to \$643 million and had increased 45 percent compared with 1975. There is a broadening of supplies to Austria of Soviet machine-engineering products and raw materials and from Austria to the USSR of industrial equipment, rolled metal and chemical and other goods. [Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 20] 8850

SOVIET-KOREAN COMMISSION-The 15th session of the Intergovernmental Soviet-Korean Consultative Commission on Economic and Scientific-Technical Questions has been held in Moscow. The commission examined the parties' fulfillment of the mutual commitments to enlarge and construct in the DPRK industrial enterprises and other facilities within the framework of Soviet-Korean co-operation, fulfillment of the protocol on commodity exchange and payments between the USSR and DPRK in 1979 and also the nourse of consultations of Soviet and Korean planning organs on elonomic and technical cooperation between the USSR and DPRK for the period 1981-1985. [Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 21] 8850

JAPANESE DELIVERIES—Complete equipment for a plant for the production of large-diameter tires will have been delivered to our country from Japan by 1982. This is provided for in a contract between "Tekhnashimport" and Mitsubishi. A contract between "Avtopromimport" and Sumitomo provides for the delivery to the USSR of engine-assembly lines to be installed at the Volga Auto Plant. [Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 21] 8850

FRENCH EQUIPMENT SUPPLIES—Supplies of equipment to the USSR under a contract between "Tekhnashimport" and the French [Teknip] firm for the petrochemical complexes being built in Omsk and Ufa for the production of base products for artificial fiber have begun to arrive. By the end of the next year the firm will have supplied 70,000 tons of equipment for these projects. The firm will receive in return the complexes' products and petrochemical raw material equivalent in value to the equipment supplied. "Prommashimport" recently signed a contract with the French firm for equipment for two plants for the production of construction structures and materials. [Moscow EKONOMICHESKAYA GAZETA in Russian No 33, Aug 79 p 21] 8850

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# \*OMEN'S CLOTHING ITEMS IN SHORT SUPPLY IN LENINGRAD

Leningrad LENINGRADSKAYA PRAVDA in Russian 27 Jul 79 p 2

[Article by K. Grigor'yeva: "/ ap in Notions"]

[Text] Articles of feminine apparel, or corsetwear items, as they are called, appear today among the goods enjoying heightened demand in production and trade.

"Since last fall I have not been able to buy something that is necessary for me. And, really, I'm alone, am I!", L. Kichigina writes to the editors.

A. Tereshchenko, A. Aluf, Z. Kvaskova, Z. Kudryavtseva, L. Stepanova, a large group of female employees from the Krasnaya Nit' [Red Threat] Combine and many others inquire in their letters to the editors about the causes of such a situation and measures to eliminate the short supply.

Indeed, now can one explain the disappearance from the shelves of commodities so necessary for women? Pernaps, the shipments to the trade network of corset-wear items have been reduced?

"No, the supplies have in all increased." O. V. Pavlova, merchandising specialist of the division of haberdashery goods of the Administration for Trade in Industrial Goods, affirms, "although not to such an extent as is needed. As far as the manufacturers of articles of feminine apparel are concerned, then we receive everything from them that was set for us in terms of funds, and also above-plan output as well."

Official statistics confirm that more than a million rubles' worth of the very corsetwear items that are in short supply were shipped above the plan to the trade organizations of Leningrad during the past three years of the five-year plan by the Tribuna Association.

The Tribuna Association is the main and, essentially, lone supplier of these items for Leningrad and many other regions of the country. Since the beginning of the five-year plan, the output of production here has increased by almost 35 percent. If in 1976 there were 7,560,000 articles of feminine apparel manufactured, then they now intend to provide nearly eight and one-half

million units of them. It has been planned to sew together a quarter more of the most popular cotton items than last year.

It would seem that the picture outside is totally satisfactory. However, we small not rust to conclusions. The emergence of the short supply of corsetwear items is explained to a certain extent by the fact that the Tribuna was no; promided with fabric for foundations for a significant portion of time the year before last. Instead of bras, girdles and correctets, it was necessary to sew mylon half-slips. And one, as we all know, loss not replace the other. It is also impossible to satisfy those wishing to buy cotton items by offering them silk ones, and Tribuna, owing to a lack of Pabric, provided trade last year with 12 percent less cotton output than esta lished. And although they did not sit idly by with folded mands at the enterprise and did exert quite a bit of effort to normalize supply, they did not succeed in correcting the distortions.

"The difficulties in material supply for the production of articles of feminine appared not infrequently arise owing to discrepancies in the All-Union State Standards for textile workers and sewing industry workers," recounts K. N. discriova, thief of the Lenshveyprom Leningrad Sewing Industry J Association.

"The existing standards for fabrics have considerable disparities between what textile workers are allowed to turn over and what sewing industry workers are allowed to use. For a long time now it has been time for the RSHR Ministry of Light Industry in create some order and to make it such that the requirements for the namefacturers and users of fabrics might be unifici."

The unity of requirements presupposes also a single clearness of purpose and over-all concern that textile workers, on the one hand, and sewing industry workers, on the other, might better utilize the reserves for increasing output and release the quality of the most popular goods, thereby not permitting the increasing of a mark supply of them. This task will be accomplished all the production of a market conditions and market conditions are goods in conjunction with production workers and trade.

- then in the Tribuna Association reacting today to the business conditions in the market!

The enterprise. "And at the same time the collective is counting not only on the enterprise in the same time the collective is counting not only on the large of the output of articles of feminine apparel, but also on readying a base for increasing the production of foundation items must year by 15 percent."

in teem percent is a very sizable amount of growth. You don't scale to such a telepht without thorough organizational and technical preparation. They are where in taking this circumstance into account at the Tribuna. Testifying to this in the plan drafted here for organizational and technical measures. To testin with, a stake has been placed on a modern new factory, which is to go

into operation next year. When it is put into operation, numerous shops and sections of the firm's leading enterprise, which sometimes lack public services and amenities and are scattered about the entire city, will be wathered to-gether under one roof.

Jalculations on an increase in labor productivity are connected with an improvement in conditions and a growth in good working conditions linked to high standards of production. The need for the wast expenditures of time being made today on hauling semimanufactures from shop to shop will pass and the work stoppases connected with the lack of transport, whose poor operations now not infrequently put a brake on work, will disappear.

Deving industry workers see closer-range reserves in the introduction of progressive processing methods and in the plinination of organizational defects. Induction operations at the Tribuna have been 90 percent mechanized, but there are still opportunities for development in this direction as well. Deving flows in the firm's shops situated in the Volkhovskiy, Tosnenskiy and Vyborgskiy rayons of the oblast are saturated with new equipment. At the Volkhovskiy production line, a new fabric doubling calendar is being installed, which will expand the application of advanced processing methods and will lower labor input by more than 10 percent during the sewing of articles of feminine apparel. The remaint by the enterprise of shoulder-strap ribbon, capital for which has already been allocated, will enable it to increase the output of production in the amount of 500,000 units by virtue of a reduction in labor-intensiveness.

invever, all these and many other useful and necessary measures will be able to provide the due impact only when the Tribuna Enterprise, which has specialized in the sewing of complex corsetwear items, is used for the direct jurpose for which it was intended. One of the serious causes for the emergence of a short supply in its output consists of the fact that the enterprise is loaded down with wirk not relating to its specialization and involving little skill—the hemning of bandwerchiefs.

It has already been two years now that the Tribuna and a number of other leningrad sewing enterprises have been expending their capacities, which are limited even without this, on this work upon assignment from the MERSH Ministry of Light Industry. As a result, last year alone at the Tribuna they expended as such effort on the herming of handkernhiefs as is required for the production of 150,000 articles of feminine apparel. The losses incurred in terms of the output of corsetvear items on this account threaten to grow by a great deal both now and next year if the enterprise is not relieved of the manufacture of output outside of its specialization.

The scarf "boom," which emerged spontaneously two years ago, is being continued, one might say, owing to inertia. The initiative of the enterprise, which must react in an operations-effective manner to business conditions in the market, is suppressed from above by strong-willed planning. No doubt is elicited by the fact that the trade network is saturated with cotton scarfs and that today, in the opinion of employees at the sales counters, there is no need to speed up their output at the previous rate.

The Leningrad base of the Hosgalantereya [Republic Office of the Wholesale Trade is Notions, Perfume, Commetics and Soap of the HSPSH Ministry of Frade ] appealed to the ministry with a proposal to relieve the Tribuna Association of the hemming of starts. The Ministry refused to remove this product from the Leningrad sewing workers' line, using the backneyed phrase: "Shoppers need the entire product assortment."

It is true that it is needed. But within reasonable limits. Prom the point of view of trade employees in Lamingrad, the demand for cotton scarfs could be fully provided for by the textile industry, which is manufacturing this output. The combine of subsidiary enterprises of the Lenkhlopprom [Leningrad Datton Industry] Association can fully and successfully handle the hemming of handkerchiefs in the quantity necessary for trade. In addition, it would be possible to enlist these who work at home in this work in case of need.

The state of affairs that has taken shape obviously requires from the employees of the KIMSR Ministry of Light Industry a radical reexamination of the position being held, a more rapid and flexible reaction to changes in demand and greater attention to the suggestions from production workers and trade, and requires from the managers of the Lenshveypron Association persistence in pursuing a course of specialization and joint work on one project when needed by Leningrad enterprises.

without exonerating industrial enterprises and departments from responsibility for the scarcity of consetwear items which has taken form, we cannot help but also see other ways to solve the urgent problem. Among them are the sewing of articles of feminine apparel upon personalized orders at clothing repair and tailoring snope of the Leningradodezhda [Leningrad Administration for Individual dewing of Clothing of the Lengorispolkom (Executive Committee of the Leningrad City Seviet of workers' Deputies) ] and personal services administrations. The shortage of these items in the trade network has naturally brought about an intensified influx of such orders.

The contains repair and tailoring shops in the first quarter of this year alone have increased the seving of feminine notions by almost 5,000 items," reports V. I. Dayturova, chief of the production division of the Leningradulereds Administration. "But we are not in a position to fill up the gaps in the industry."

for the time being, yes. Totay the period of time for production of corsetwear items in a clothing repair and tailoring shop for personalized sewing is dragged out to nearly a half a year. The not so numerous sections that produce articles of feminine apparel are unable to cope with the influx of those desiring to order things in short supply. The situation that has taken shape obliges the suragers of the aforementioned organizations to take measures to expand the acceptance of orders from the populace and to strengthen the technical base for personalized sewing of corsetwear items.

"Infortunately, they overlooked local industry in this respect," prompted N. Ye. Bykova, deputy director of the Leningrad Base of Rosgalantereya.

It is also advisable to recruit the Administration of Local Industry for this work for the purpose of setting up the production of articles of feminine apparel. At one time, enterprises under local jurisdiction turned out a right-ficant portion of this output for the needs of the women of Leningrad.

is we can see, the chief cause of the critical short supply in articles of reminire apparel is the consequence of an entire series of organizational miscalculations in providing for their production and of insufficient attention to this problem. The gap which has been formed must be eliminated. The possibility for this exists.

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#### CONSUMER GOODS AND DOMESTIC THADE

# CONSUMER COMPLAINTS ON HEAT AND MILK INDUSTRY UNANSWERED IN LATVIA

Righ SOVETSKAYA LATVIYA in Russian 24 Jul 79 p 2

[Article b. A. Parshin: "They Discussed and Forgot"]

Text J when the decree of the CRSU Central Committee, "On the Purther Isprovement of work with Letters from Workers in Light of the Decisions of the
25th CRSU Congress," was published in April 1976, it was discussed in the Latvian SSR Ministry of the Meat and Dairy Industry in the board, at Party meetings and staff conferences and the necessary measures were drafted. The minister published a special order which was brought to the attention of all enterprises under his jurisdiction.

It seemed that this had all been undertaken so as to put the work with letters and complaints from workers within the ministry's system in order. However, the measures were not reinforced by the necessary organizational work and rigid supervision was not set up over the implementation of the decisions that had been adopted. As a result, no essential enanges have occurred in the work with letters, which the facts tell of.

The deadlines for examination of letters and statements from citizens are frequently violated in the ministry and at its enterprises. At the Bauska Dairy Combine nearly 40 percent of the letters examined were handled in violation of the deadlines prescribed by the law, while the deadlines were not met in the examination of 20% of the letters at the Rezekne Canned Milk Goods Combine. Profiting by an absence of control, employees of the staff frequently tolerate an attitude marked by mere formalism in the emamination of letters. Thus, at the end of last year, a statement was received by the ministry about the unsatisfactory work of some officials and about shortcomings in the safekeeping of physical assets at the Riga Canned Heat Products Combine. In actuality, the letter was not checked, but they removed it from the items to be verified on the basis of information received from E. Gegermane, chief of the personnel division.

This type of attitude toward letters forces workers to appeal to organizations that are higher up and to the editorial staffs of newspapers and magazines. During the course of last year, of the 138 letters received by the ministry,

He came from organs higher up. For, as you can see, this excess correspondence needed not to have been if only the complaints and critical remarks by citizens had been examined by the deadline and specific measures taken on them.

No one from among the officials has been given the right to brush aside the examination of critical signals from workers and to permit red-tape and bureaucracy. One is reminded of this once again in the decree of the CPSU Central Committee, "On the Further Improvement of Ideological, Political and Upbringing Work." It says: "It must become the rule that not one question troubling the workers remain without an answer."

Last year 2.8 percent of the milk and dairy products of the amount that was sheeked was condemned as defective by the State Inspectorate for Trade and quality of Goods of the Latvian SSR Ministry of Trade. Buring that same period a representation was made twice to the administration of the Ventspils City Dairy Plant by the Ventspils Interrayon Procurator's Office on the systematic delivery to the trade network of low-grade dairy products that did not meet the standards. In May of the current year, criminal proceedings were begun by the Jelgava Interrayon Procuretor's Office on the cutput of production of poor quality by the Jelgava Dairy Combine. If only the administration of these enterprises and the ministry had examined the complaints on this score promptly and had taken the necessary measures, similar cases would for sure not have occurred.

Or take the letters and versal complaints about shortcomings in the collection of milk from the populace: runs by motor vehicles often do not materialize and the fat content of the milk is incorrectly determined. In the Dobele hayon, for instance, 33 motor vehicle runs fell through during the five months of this year, while the state received dozens of tons of milk less than planned. The deliberate understating of the fat content of milk by the examiners not infrequently leads to where those delivering the milk refuse to sell surpluses of it. Meanwhile, there is almost no supervision over the work of the examiners. Employees of the Ventspils City Dairy Plant, for instance, checked the fat content of the milk received from the populace only once over a period of a year and one-malf at one receiving point.

There are many complaints about the break-down of schedules for the delivery of dairy products to stores. Such claims constituted nearly 14 percent of the total number of letters that arrived and were registered at the Righ Milk Combine.

As can be seen from the examples cited, the absence of the proper supervision over the implementation of suggestions by workers is the main stumbling-block in the work with letters and complaints in the system of the meat and dairy industry. Up until this time not even regulations for working with suggestions, statements and complaints by workers have been worked up in the ministry and blatant violations of the requirements of a uniform state system of office work are tolerated. Reception days have not been set up for many supervisory employees of the ministry and of enterprises and associations under its jurisdiction and the recording of visitors is done carelessly or is even totally absent, while no analysis is being made of verbal appeals by citizens.

It is good that suitable measures for the implementation of the directives of the Party and government on working with letters and complaints have been drafted in the Ministry of the Meat and Dairy Industry. But the drafting of measures is only the beginning of the work. Continuous practical work on their implementation is necessary. Only that way can one get rid of a formalistic approach in this important work.

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#### CONSUMER GOODS AND DOMESTIC TRADE

# MEED TO COORDINATE PRODUCTION, REPAIRS OF CONSUMER GOODS

Moscow EKONOMI CHESKAYA GAZETA in Russian No 31, Jul 79 p 17

[Text] As each year passes the product assortment of items turned out by donestic industry for cultural purposes and household use becomes ever more liverse. These items play a great role in satisfying the demands of Soviet people.

Let us just note that during the first three years of the 10th Pive-Year Plan, the output of goods for cultural and personal services grew by 51 percent when compared with that same period during the previous five-year plan.

As we can see, the successes are unquestionable. But it is also very indisputable that production potentials are still being inadequately utilized.

Research on working out comprehensive problems of planning regulation and development of the domestic market has been expanded for the output of practical recommendations on this matter beginning with the current year in the division of social problems and forecasting of the national well-being of the Scientific Research Institute of Economics attached to the USSR State Planning Committee. The close contacts that have been established between the Scientific Research Institute of Economics attached to the USSR State Planning Committee and the USSR Ministry of Trade and sectorial institutes of the leading industrial ministries engaged in the output of cultural and household goods enable one to uncover the general problems and to find more improved levers for bringing planning influence to bear on industry and trade for the fullest satisfaction of the population's demand.

unce Again Concerning Specialization

henearch indicates that the further development of the market is being held back to a large extent owing to the low level of specialization of industrial

enterprises that manufacture goods for cultural and household purposes, the insufficient extent to which they are outfitted with modern equipment and the shortage of high-quality raw materials and complete sets of parts for products that come in sets.

It is now evident that it is not simple to provide for the population's demand only by virtue of the product assortment of cultural and household goods that has taken shape. Just one example. Targets have been set for the assimilation of series production of more than 40 new types of technologically complex items by a number of ministries and departments for the 10th Pive-Year Plan. A special section entitled "New Goods" has been allocated in the state plan for the economic and social development of the USSR for this year in order to stir up even more activity in the output of new items. But, all the same, putting new goods into production is proceeding slowly, while the "editions" in which they are being turned out are inadequate.

The drafting of a comprehensive plan for the development of modern specialized production of cultural and household goods requires coordination with the rational siting of enterprises. Thus, for instance, owing to the insufficient development of the output of furniture in such timber regions as the Urals and Western and Eastern Siberia, economically unprofitable shipments are growing.

The disruption of deadlines for putting new production lines into operation is also taking a serious tell on the output of goods. As an example, the planning targets for the construction of the Yasnaya Polyana Experimental Cardboard and raper Fackaging Materials Combine and the Saratov Wallpaper Factory are not being met.

Instances are not extremely rare where trade places an order for some kind of new commodity, but it is not profitable for the enterprise to produce it. As a result, a third party, the snopper, suffers.

In Arknangelskaya Oblast, where timber has always been considered the chief source of wealth, many items made from, you guessed it, timber have come to be in an acute state of short supply. Local enterprises, in order not to burden themselves with the cares of manufacturing unprofitable items—second-hand items, rolling-pins, hangers, wooden trovels, etc.—more than cover for the established planning quotas by turning out poles, wooden utility poles and fence pickets. As a result, a large quantity of timber raw material will be hauled beyond the borders of this forest region in order then to return back here in the form, for instance, of axe-handles and rolling-pins wrought hundreds and thousands of kilometers away.

It has already been mentioned more than once that the resources of the All-Union Permanent Pavilion of the Best Samples of Consumer Goods of the USSR Sinistry of Trade are being very poorly utilized. Its exposition is being constantly replenished by virtue of purchases of modern imported models possessing the greatest long-range potentials. The pavilion systematically informs ministries, departments and republic economic organizations of the arrival of new items. In addition, manufacturing enterprises are paid bonuses for the assimilation and series production of new goods with the use of samples from the pavilion. But the motivation for industry to produce them is still weak, inasmuch as putting the models into production is a labor-consuming affair, while expenditures are recovered but slowly. For this reason, we are not turning out nylon guitar strings, safe bicycle tires that glow in the dark and many other items.

# The Responsibility of Enterprises

It is completely obvious that the established planning targets for the assimilation in production of new goods for cultural and household use must be coordinated with the principle of motivating industry to manufacture them. Likewise, the responsibility of production workers for an improvement in the quality of the goods for cultural and household purposes must also be raised. Complaints continue to come in from consumers concerning some color TV sets, in particular the "Rekord" [Record] and "Raduga" [Rainbow] models. The facts once again corroborate the belief that the divisions of technical control under the jurisdiction of the plant administration are not always objective in the evaluation of the quality of output.

It is natural that the low quality of individual goods cannot but help take a toll on their sales. The situation, for instance, with regard to the sale of high-grade glass dishware, which is manufactured only by the pressing method, has been aggravated. This applies primarily to the Urshel'skiy, Borskiy and Skhodnya glass plants, to the Moscow Plant attached to the Scientific Research Institute of Economics of Construction, to the Klin Thermometer Plant and to the Oktyabr' Plant (Belorussian SSR). Above-norm stocks of their output in the trade network are computed not in terms of just one million rubles. A paradox arises: there are reserves, but the demand is not being satisfied.

It is evident that their manufacturers must also bear responsibility for financial losses from the output of goods not meeting the requirements.

who of us has not run into a situation where it is necessary to run from store to store and to waste a tremendous amount of time in search after some plain, cheap little thing, but one very necessary in everyday life, but in the end not to acquire it this way. There are quite a few goods for cultural and household use which are among the most simple from the point of view of manufacture that are now numbered in the category of items in short supply. Unfortunately, the list of these "small items" is not being reduced, but, on the contrary, has taken on a steady tendency to increase, even through the addition of items of which there were still enough just yesterday. So it has happened, for instance, with telephone users' loud speakers, sketch books, electronic calculators, etc.

# Coordination is Necessary

As we all know, we are far from a point where the output of all goods is planned in a centralized manner. Hence, coordination of the production of non-planned goods is necessary. Positive experience in this area has been

accumulated in the RSFSR, Belorussia and along the Baltic. The All-Union Scientific Research Institute for the Study of the Population's Demand for Consumer Goods and Market Conditions of Trade, which has at its disposal a modern computer and affiliates in the Union republics, must assume more active participation in the coordination of production in the department of the study of demand for non-planned goods on a Union-wide scale.

Among the complex of problems linked with a fuller satisfaction of the demand for goods for cultural and everyday use, the repair of technologically complex items which have broken down also has its place. The incredible diversity of refrigerators, irons, washing machines, electric raz rs and other technologically complex items being turned out without the proper standardization has become a real misfortune for the owners. According to data from the State Motor Vehicle Inspectorate of the USSR Ministry of Internal Affairs, of the more than million and one-half motorcycles of the heavy model possessed by the populace, nearly opercent are technically in disrepair owing to a considerable extent to the lack of the necessary spare parts.

The workshops for the repair and replacement of batteries for "Elektronika" wrist watches and table clocks are extremely inadequately organized. Although individual enterprises who manufacture these products have concluded agreements in dozens of cities for their technical servicing, this is, of course, very little on the scale of the country as a whole.

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# CONSUMER GOODS AND DOMESTIC TRADE

# STATE AND COOPERATIVE TRADE TURNOVER POR PIRST HALP OF 1979 VIEWED

Moscov SOVETSKAYA TORCOVLYA in Russian 16 Aug 79 p 1

\_\_Article by D. Smoktiy, economic reviewer for SOVETSKAYA TORGOVLYA: "To Be Equal to the Best" ]

USSR Central Statistical Administration Reports:

Commodity turnover in state and cooperative trade in July 1979 amounted to 21.07 billion rubles, including a turnover by consumer cooperatives of 6.11 billion rubles.

In addition, organizations of the consumer cooperatives sold agricultural products purchased at prices in accordance with understandings and taken on commission in the amount of 145 million rubles.

The retail commodity turnover grew by 4.2 percent in comparable prices in the period of January-July 1979 in comparison with January-July 1978.

The growth of commodity turnover in January-July 1979 as compared with January-July 1978 is cited below by Union republics:

RSPSR	103.6	Lithuanian SSR	106.2
Ukrainian SSR	103.9	Moldavian SSR	105.9
Belorussian SSH	106.1	Latvian SSR	102.5
Uzbek SSR	107.6	Kirgiz SSR	105.9
Kazakh SSR	104.7	Tadzhik SSR	106.2
Georgian SSR	106.0	Armenian SSR	105.1
Azerbaijan SSR 1	106.5	Turkmen SSR	105.2
	Estonian SSR	104.6	

Text The plan for retail commodity turnover for July was fulfilled by the country's trade organizations by 100.4 percent. Goods amounting to 1,004 million rubles more than in July of last year were sold to the populace, while the planning assignment was overfulfilled by 85 million rubles.

In all during the seven months of the current year, the retail commodity turnover of state and cooperative trade amounted to 141,659 million rubles. In
comparison with the corresponding period last year, commodity turnover grew by
5,652 million rubles, or by 4.2 percent in comparable prices. The planning assignment was fulfilled. Organizations of consumer cooperatives overfulfilled
the plan by 0.4 percent. In connection with this, commodity turnover of organizations of state trade grew by 4.1 percent and of consumer cooperatives by
4.4 percent. The growth of commodity turnover was achieved to a considerable
extent by means of drawing many goods into commodity turnover from the reserve
stocks of trade organizations and by the frontrunning supply of certain goods
credited to the account of the funds for the second half of the year.

with higher rates than envisaged by the targets for this period, the commodity turnover of trade organizations of state and cooperative trade grew during the seven months of the current year by more than stipulated by the plan as follows: that of Belorussia, which sold more goods during the seven months of the current year than stipulated by the plan in the amount of 75 million rubles; Lithuania, in the amount of 59 million rubles; Kirgizia, 24 million rubles; Moldavia, 20 million rubles; Azerbaijan, 19 million rubles; Estonia, 17 million rubles; and Tadzhikistan, 12 million rubles. The fulfillment also of the supplementary assignment for commodity turnover was provided for in these republics.

The situation is otherwise in the trade organizations of Uzbekistan, Kazakhstan, Georgia and Armenia. Here the basic plan was fulfilled, but the supplementary assignment set from the beginning of the year has remained unfulfilled.

As before, the tense situation as regards the fulfillment of planning assignments is maintained in the ESPSR, in the Ukraine and in Latvia, where only the creamizations of the consumer cooperatives managed to fulfill the basic plan the commodity turnover. In Turkmenia the plan for the seven months was not fulfilled.

In a number of places where the planning assignments for commodity turnover are not being fulfilled, a considerable accumulation of reserve commodity stocks is being allowed. Such is the situation in the trade organizations of Georgia. The reserve commodity stocks here exceed the norm by 9 days of trade and amount to 86 million rubles, while at the same time the supplementary assignment is underfulfilled by a total of 22 million rubles.

It must be noted that during this period industry has increased the supply of pumber of products. However, the potentials for increasing commodity remarces are still not being utilized fully. Considerable reserves are concealed in the work of wholesale trade. It is not just everywhere that wholesale trade a exerting an influence on industry with due exactingness and it is resigned a chronic nonfulfillment of assignments for the production of a number of consumer goods enjoying mass demand. During the first half of the year, industry tailed to provide for the fulfillment of the plan in terms of items so extremely necessary to the populace as athletic wear by 4.5 million pieces, cotton print

ty 19 million meters, satin by 15 million meters, linen fabrics by 45 million meters, box-calf leather shoes by 6 million pairs and cotton thread by 61 million spools.

During the seven months of the current year the material and technical base of trade has undergone further development. During this period, major grocery stores, self-service department stores, department stores, specialized stores, facilities, refrigerator units and storage areas for potatoes, vegetables and fruit have gone into operation. The capital investments earmarked for these purposes in terms of the sector entitled "trade" were assimilated with an excess of 7 percent of them remaining. They were fully utilized by trade organizations of the Russian Federation, Belorussia, Georgia, Lithuania, Moldavia, Armenia and Estonia.

At the same time, available potentials are still not being fully utilized everywhere to expand the trade and warehousing network. It is enough to say that the funds allocated for the construction of trade objects by the ministries and departments having a trade network were only 77 percent utilized, which witnesses to the insufficient attention being paid by the managers of trade organizations to the problems of developing the material and technical base of trade.

is before, the five-percent deductions from funds earmarked for housing construction are being assimilated in an unsatisfactory manner. Trade areas worth tens of millions of rubles that were to have been built by virtue of this source nave not been put into operation. Only 57 percent of the deductions have been utilized for the construction of enterprises for trade and public catering. They are doing a poor job of construction of trade enterprises through this source of financing in Turkmenia, Kirgizia and Tadzhikistan.

The efficiency of the labor of trade employees and the quality of service depend to a large extent on the machine-worker ratio at enterprises and the level of mechanization. At the same time, industry is not fully supplying the equipment required and is dragging its feet on turning out new items. During the current year, trade has failed to receive different types of equipment worth ... million rubles, including refrigeration equipment, frying pans, braziers, deep fryers, cooking wats and machinery for the processing of meat and ingestables.

The commodity turnover of public catering enterprises during the meven months of the current year has increased in comparison with the corresponding period last year by \$.2 percent and amounted to 15,265 million rubles. The situation in regard to the fulfillment of planning assignments has worsened in July in the public catering organizations of Armenia, Moldavia, Georgia, Azerbaijan and the Ukraine, where the planned assignments for the seven months have not been fulfilled.

dutput of its u-n production was sold during this period in an amount worth 6.870 million rubles. The assignment for the sale of this output was fulfilled

by 106.) percent. During the current year, 3.9 percent more output of its own production was sold than during the corresponding period last year. At the same time, enterprises are still not working everywhere with a regular tempo to fulfill the assignments for commodity turnover and sale of output of its own production and cases of violation of the processing methods for preparing dishes are being tolerated. This requires that things be put in order in the work of public catering enterprises and the intensification of organizational work locally.

The duty of each trade enterprise and each collective during the period remaining till the end of the year is to adopt comprehensive measures to correct the shortcomings that have been permitted and to consolidate the successes that have been achieved. This is in order to fulfill successfully the plan for the second half of the year and for the entirety of 1979.

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MANPOWER: LAHOR, EDUCATION, DEMOGRAPHY

#### PRESENT ROLE OF HIGHER EDUCATION IN ESTONIA EXPLAINED

Tailin SOVETSKAYA ESTONIYA in Russian 20 Jul 79 p 1

Interview by L. Bozhich with First Deputy Estonian SSR Minister of Higher and Specialized Secondary Education Kheymar Ivanovich Peremees: "New Goals"]

[Text] A couple of days ago a decree of the CPSU Central Committee and the USSR Council of Ministers, "Further Development of the Higher School and Upgrading the Quality of Training of Specialists," was published. We asked First Deputy Estonian SSR Minister of Higher and Secondary Specialized Education Kheymar Ivanovich Peremees to comment on this document, which is important to the further development of higher education in the country.

"The general line of development of higher education in the country during the next few years has been set, as is known, by 25th CPSU Congress decisions. However, practical experience often introduces its own revisions and a more detailed development of various questions in any sphere of our life. And so the above-mentioned decree is a reflection of the situation that exists right now in the country's system of higher education, and it sets new tasks dictated by today's situation.

"The higher school satisfies on the whole the national economy's requirement for qualified specialist personnel. Thus just now Tallin Polytechnical Institute has graduated about 1,300 engineers and economists, Tartu State University more than 1,000 specialists. All the country's vuzes, including Estonia's, are thus making no small contribution to strengthening our state's scientific potential.

"But yet the acceleration of scientific and technical progress and the rise in the people's sophistication places new and higher demands on the vuzes."

[Question] How is this reflected concretely?

[Answer] In the phenomenon of new branches of science and of the national economy, for one thing. In recent years, for example, electronics, automation, remote control and computer technology, wherein even specialists with higher education are needed at workplaces, are being developed at an exceptionally vigorous pace.

Moreover, certain disproportions between the requirement for various specialties and in the numbers thereof that the vuzes are graduating are being observed. In Estonia, for example, a shortage of engineers in the mining and extracting industry and in construction, transport, agriculture and a number of other fields is being felt. At the same time the graduation of specialists in the humanities—philologists and historians, for example—could be cut to a small fraction thereof without harm.

[question] Consequently, the problem here revolves around planning"

Answer! That is completely true. As never before, planning is acquiring an important role in maintaining optimal proportions in the training of specialists. The republic's and our ministry's planning organs must concern themselves seriously with this question in the near future. I think that the creation in TPI [Tallin Polytechnical Institute] of a special research group for the planning of systems of education and research of the meeds of all branches of the republic's economy for personnel (workmen, engineers, technicians and so on) can prove to be of great help. This group's work has already been evaluated highly by planning organs.

[puestion] The decree develes earnest attention to the need to raise the quality of specialists. This thereby presents a whole complex of rising demands on the vuzes?

Answer it stands to reason. And the main one of them is a concentration of the efforts of professors and teachers to improve educational and scientific-methods work. There must be a striving to assure that every lecture reflects actual questions of theory and practice and includes a problem-solving content.

(duestion) But the material base of vuzes and the supplying of equipment for their training laboratories are not the least of your worries.

An wer! That is correct. A good material base is almost half of suctions in recent years the republic's vuzes have received much of the newtion; would even say unique—equipment, as well as computer equipment
as well as computer equipment.
True, these still do not satisfy
ampletely all the vuzes' needs, but they will enable specialists to be
trained and research to be conducted at a higher level of the modern decompact of science. Norcover, during the current five—year plan we are
tilding a number of facilities, mainly for TGU [Tartu State University].
The construction of a building for the university's scientific library. The construction of a building for a pedagogical institute has
commenced. It is planned to build during the next five—year plan a sixth
tilding for TPI, a computer center, dormitories and some other facilities.

[[question]] How is the tie of the republic's vuzes with the appropriate branches of the national economy being accomplished?

[Answer] There are many bilateral communications channels. I will note only the main ones: student experience at basic enterprises, agreements for scientific research performed under economic contract, and the assistance of enterprises and farms in equipping the vures' teaching base.

for example, the science and production association Standard is building for 12% a special facility where a subdepartment, auditoriums and laboraturies for training engineers in wood-processing technology will be placed. The republic's Ministry of Local Industry is financing scientific research conducted by Tartu State University chemists. Much work on the conservation of nature, particularly of bodies of water, is being done under the supervision of TPI scientists and professors kh. Vel'ner and L. Paal'.

Mark of them is a future production leader and an educator.

Answer In the first place, raising the level of teaching of the social section and the conduct of seminar studies, based upon the recent CPSU central Committee decree, "Further improvement of ideological and Political iducation Work," should help here. In the near future the republic's sures will be augmented by fresh cadres of social sciences instructors who are now completing studies at Moscow and Leningrad universities.

And this aspect of the matter, it can be said, is the main one. In addition, socio-political experience for students is called for. There are even special enrollments where all the appropriate work of the student is registered.

on the whole, it is very important that, in the education of a highly qualified, literate and creatively thinking specialist, there exists a close interrelationship among the efforts of the subdepartment, of party and semsomel organizations and of base enterprises, and overall motivation. We should all strive to see to it that our vuzes' charges become not only excellent specialists but also transmitters of the party's policies and people who are ideologically mature and convinced patriots of our motherland.

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MANFOMER: LABOR, EDUCATION, DEMOGRAPHY

# OFFICIAL INTERVIENTS ON VOCATIONAL AND TECHNICAL SCHOOL IN THE DERAINE

Kiev PRAVDA UKRAINY in Russian 8 Jul 79 p 2

[Interview with N. M. Koval'chuk, chairman of the Ukrainian SSR State Committee for Vocational and Technical Education, by S. Litvinova: "Our Friend the Vocational and Technical School"]

Text J what should one be? If you answer this question correctly, then you will spend your entire life in harmony with your chosen work and each day of labor will be a joy. Recent pupils from the schools are making the choice for the future—some after the eighth grade, others after ten years of schooling. Varied paths are open before them. The editors have asked N. M. Koval'chuk, chairman of the Ukrainian SSR State Committee for Vocational and Technical Education, to tell about the training of the young work shift.

Question J Nikolay Mikhaylovich, first let's talk about some very recent events. Recently the All-Union Conference of Employees of Vocational and Technical Education, in which you took part, was held in Moscow. What were your impressions?

Inser The conference was devoted to a very important question: how better to train skilled workers for the national economy. This problem is worrying all of us and in a developed socialist society it is taking on particular political and national economic significance. A sharing of experience transpired as if those who were taking part really had an interest in the issue. For instance, goods results were achieved by the people of Leningrad, who by skillfully directing the vocational and technical education of youth and by approving experimental study programs, have established active ties with higher educational institutions. There is something to draw from the Passcovites and the people of Sverdlovak and from our colleagues from Estonia and Usbekistan, are baijan and Belorussia, Foldsvia and other republics. Positive examples were also cited for the Ukraine.

By summing up the results of the implementation of the decisions of the 25th Party Congress and of the decree of the Party and government in the field of vocational and technical education on the improvement of the process of training and upbringing of students and by reflecting on the document of the CPSU Central Committee on ideological, political and upbringing work, we evaluated what had been achieved and glanced into the future.

[Question] What kind of role does vocational and technical education have in the training of workers?

[Answer] The pupils of vocational and technical schools supply more than half the increment in the country's working class. Scholars have drawn this posclusion: graduates of vocational and technical schools achieve a high degree of craftsmanship several times faster than those who mastered a trade on the job, passing through, as we have come to say, personalized-brigade training.

[Question] Does this mean that the quota of students in vocational and technical schools is constantly growing?

[Answer] During the current fiv-year plan the Ukraine is training 1,750,000 workers with high qualifications, which is 200,000 more than during the previous five-year plan. During the past three years, 1,053,000 people have already been sent to enterprises and construction projects, to kolkhozes and sovkhozes, into the sphere of personal and into municipal services.

Today we have 1,070 educational institutions and 620,000 young men and women studying in them. It is noteworthy that 832 schools have been preparing specialists with a secondary education over a three-to-four year period. They enter technical schools after their 10-year study period.

[Question] Which schools are the most popular among youth?

[Answer] Of course, those which offer a secondary education along with a trade. Having appeared ten years ago, they now define the face of the modern vocational and technical school, which provides for the upbringing of socially active workers with solid practical know-how and well-grounded theoretical training.

[Question] A crucial time is nearing—the graduation of the young work shift....

[Answer] Yes, they are preparing for qualifying exams in the schools. There are 361,000 graduates who will now be handed travel orders for their working life.

[Question] We are on the threshold of a new academic year. The receipt of the new batch of students is forthcoming, right?

[Answer] With the first school bell, more than 400,000 novices will pour into the ranks of our pupils.

[ Question ] What can you advise the young people?

[Answer] Sociologists have calculated that there are scores of thousands of trades in the world. In our country alone workers can master nearly 7,000 of them. More than a thousand are offered by the system of vocational and technical education, while 550 are offered by the schools in the Ukraine. The list of trades is being constantly expanded.

Today we need an occupationally mobile specialist. One who is capable of rapidly and easily finding his way in related trades; to be exact, a worker with a broad specialization. For instance, the fitter who can perform the assembly and adjustment of equipment in various sectors. The potentials for future builders, coal miners, seamstresses and other specialists have ceased to be "narrow."

[question] In a few words, all trades are good, so just select any one, right?

Apparently, we are incorrectly explaining to youth the meaning of the words "necessary" and "important." It would seem that a man cannot get along without a dwelling. But it has been ascertained that it is not easy to get people to become builders. Many strive to enter the sphere of services and distribution of material wealth. There is no retreat of those wishing to become hairdressers and salesclerks, pastry chefs and waiters. Undoubtedly, this is also necessary. I think, however, that we are doing an inadequate job of opening up to young men and women the attractiveness and romance of the work, let's say, of the operator of major metallurgical units, automatic lines, coal-extracting complexes, livestock breeding farms and others.

Question 7 The conditions under which studies take place have very much of an effect on the training of personnel, right?

In areate the conditions means to be concerned about strengthening the material base of the schools. During the past three years of the 10th Five-Year Flan, educational buildings with 77,000 seats, dormitories for more than 50,000 being and timing come with 20,000 table-settings have been put interpretable. However, there are also shortcomings. The chief one is that the tal investments are being poorly assimilated at new projects. The contracting construction organizations—the Ministry of Rural Construction, the Finistry of Industrial Construction, the Ministry of the Coal Industry, the Finistry of Construction of Heavy Industry Enterprises and other republic departments—are threatening the commissioning of educational buildings during the next one to two years, which means also the fulfillment of the five-year threatened.

Tanswer J in order to open a new vocational and technical school, it is necessary to think about who is to head the collective. Must the director be

a teacher and organizer, engineer and psychologist, methods worker and ideological worker. It is necessary to train directors and masters of production training at special faculties of institutes. Our State Committee together with the republic's Ministry of Higher and Secondary Specialized Education and the Ministry of Education are now thinking about the solution to this problem.

We are faced with achieving a situation wherein each rayon would have its own vocational and technical school within it, which would train the labor force for kolkhozes and sowkhozes.

And furthermore. We are faced with seeking new ways for the efficient administration of educational institutions. We feel that comprehensive inspections of oblast administrations and educational institutions by commissions headed by the leadership of the State Committee are having a good effect.

There is much one must think about in improving the model of relations: the vocational and technical school and the school, the vocational and technical school and the enterprise and the vocational and technical school and the higher educational institution. How can one better conduct vocational orientation and vocational selection? Adaptation and the securing of the labor force at their jobs? Mentorship and assistance to those under one's patronage? Such are our tasks.

It remains for me to wish young men and women a happy choice.

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#### ROLE AND PURPOSE OF VOCATIONAL AND TECHNICAL SCHOOLS VIEWED

Moscow SOTSIALISTICHESKAYA INDUSTRIYA in Russian 3 Jun 79 p 2

\_Article by A. Osipov, deputy chairman of the USSR State Committee for Vocational and Technical Education: "The Vocational and Technical School and the Plant: Moving Towards a Common Goal"\_

Text ] "We are deeply convinced that there is a very direct and immediate connection between the highest technical and economic indicators in the country at Magnitka and the fact that all the skilled workers at the combine are graduates of seven of the vocational and technical schools under its patronage"—these words belong to D. P. Galkin, director of the Magnitogorsk Metallurgical Combine.

mis man, who himself came to understand the ABC's of workers' science in the trade school at Magnitka, knows that the concept of a "modern worker" includes within it not only a good possession of the sum total of labor know-how, but also a breadth of mental outlook and ability to master new processes rapidly well as a solid position toward life. And D. P. Galkin has himself done nate a bit at Magnitka to asnieve close unity in the political, labor and miral upbringing of people and, in particular, of youth.

Logic tays, as we are all carefully studying the decree of the CPSU Central Limitize, "On the Further Improvement of Ideological, Political and Upbringing Wark," an All-Union Review of the Joint Work of Collectives of Educational Institutions of Vocational and Technical Education and of Base Enterprises in the Institutions of Vocational and Technical Education and of Base Enterprises in the Institutions of Vocational and Technical Education of Trade Unions, the Kommon Central Committee and the USSR State Committee for Vocational and Technical Education and is clearly showing that today the quality of training and untringing of the work shift depends to a vast extent on the position of the Enterprise and to a large degree is provided for at the level of the enterprise. It is a matter here not only of material assistance to its own school, although inis is also undoubtedly necessary and essential. The times have long since when the plant, after having repaired the study rooms and classrooms for the monool prior to the beginning of the academic year, would consider its

mission accomplished. It is now a question of the most extensive participation by labor collectives in the upbringing process occurring in the vocational and technical school—of the development of mentorship, of the organization of on-the-job practice, of the sending of foremen to schools, etc. Mentorship and the cooperation of study groups with production brigades and with collectives of the base enterprises are ever more actively promoting the improvement of the labor and moral upbringing of the students of vocational and technical schools.

Many workers, who are noteworthy masters of their own craft, have either out of their own good will or by the mandate of their heart, chosen for themselves the complex vocation of master of production training. Having come to the schools in order to help tomorrow's schoolchildren to master their chosen work in depth and to its most minute detail, they were soon able, however, to sense that they had become not only vocational, but also spiritual mentors of their pupils and that they were actively influencing the formation of their views and vital convictions.

Both in the schools and at enterprises the educators of the work shift are constantly engaged in a quest as to how the Party and its Central Committee require that from us. They are seeking new ways for every possible kind of improvement in the upbringing of youth. They are seeking and are finding them. Good results are being provided, for instance, by probationary work by students on the staff of the leading brigades, such as the brigade of the renowned Rostov builder V. I. Shukovets. In the schools of Chelyabinskaya Oblast, one of the experienced workers from the base enterprise leads each group in the final year of training together with a master from the vocational and technical school. After graduation, the group begins to function in its full complement as an independent Komsomol youth collective.

if interest also is the practice of "worker escort," suggested by the distinguished Murmansk builder and Hero of Socialist Labor V. P. Serikov. The brigade will take under its tutelage the class at the school which is under its satronage. The goal is to snow the kids their trade and their work life. while hiding neither its romantic nor its prosaic aspects from them. The patrons and those under their patronage meet both in the school and at the construction project as well as at both school and workers' festivals. The mentors turn Ever those who have taken an interest in construction work to "their owr" vocational and technical school and continue their escort functions up to the pint where they can work independently at their job. One must say that the emperience of the "worker escort" has become the property of many Murmansk builders and has been widely adopted as their armor. At the joint collegium of the Tost I tate Committee for Vocational and Technical Education, the Ministry of Construction of Heavy Industry interprises and the presidium of the sectorial trade union, the experience of the Main Murmansk Construction Administration, which also includes other interesting forms of work, obtained approval. Deserving of attention, in particular, is the assistance from trusts and building administrations in recruiting youth for training in the vocational and technical school from those regions where the graduates of these schools are scheduled to work.

when speaking of vocational training and the upbringing of students in the system of vocational and technical education, one must not fail to single out the special importance of scientific and technical creativity. In recent years, there have appeared here also many interesting and long-range forms of work, in which far from the final cole belongs to labor collectives. I shall cite the example of the State Vocational and Technical School No 57 of Sverdlovskaya Colast, which, in conjunction with its base enterprise, the Sinarskiy Pipe Plant, has created a school for young innovators. I shall refer also to the splendid experience of the Leningrad State Vocational and Technical School No 45, which is preparing personnel for the Optical and Mechanical Association ineni V. I. Lenin. In fulfilling the agreement on creative collaboration with study groups, the workers of the Leningrad Optical and Mechanical Association are teaching kids advanced methods of labor, not only for the students' basic fields, but also for related trades. The patrons organized a faculty of innovators for their charges and then a university of advanced practices. Their goal is to give youth a taste for independent creative search. This work will be conducted by the best inventors and innovators and specialists of the Leningrad Optical and Mechanical Association, who have supported the appeal of the Leningrad mentors, "Transmit the Experience of the Leading Workers to the Graduates of Vocational and Technical Schools."

In the appere of concerns of labor collectives there is one particular concern issimated by the new word "vocational orientation." This concern, as a matter of fact, is about the quality of tomorrow's working class and about whom we sull recruit for our schools. To achieve a situation where the working class i replenished with advanced, educated and labor-loving youth is a vital task dur each later collective and for each vocational and technical school. In many shiants and republics of the country, they approach the accomplishment of that today jointly, coordinating the efforts of all interested parties. It is precisely this goal that is being pursued by the comprehensive plans for Tits num ever achools in Lithuania and Belorussia, in Moldavia and Uzbekistan and lor'kovakaya, jverclovskaya, Rostovskaya and Permskaya oblasts. The the of Bootsv, who have organized vocational orientation work in their ob-... I in an interesting marner, deemed it necessary to continue their influence were the youth even after his entrance into the vocational and technical school. and created an institute of social inspectors here, to which mentors of youth, and trade union activists and pupils in the system of vocational and 'a min'il education go. They took 22 of the city's schools under their super-Virting, they keep an eye on the conditions of practices, job placement and the securing of graduates of vocational and technical schools firmly in their e 41

the All-Union Review, about which I speak, revealed quite a few models of impliful and far-sighted attitude, a genuinely proprietor's interest, on the part of production collectives toward the work shift that is now growing in. But it is also uncovering some negative phenomena. In Crenburgskaya Oblical, for instance, only 50 enterprises of the 350 are obtaining worker replendants from vocational and technical schools. The remaining ones train them at the job, which substitutially complicates the mastery of a trade for youth. It's teen a long time now that talks have been going on on the rebuilding of

base school % 15 at the laparozh'ye Kommunar Plant. And even today kids study there in old, crowded facilities and use technology and equipment belonging to days gone by.

At one of our meetings of the collegium in the USSR State Committee for Vocational and Technical Education, curious information was cited on the training of workers for the combine plants of the Ministry of Tractor and Agricultural Machine Building. There are no schools whatsoever at four of these plants, while it was necessary to close the school at the Krasnoyarsk Plant owing to the absence of elementary conditions for theoretical and production training. of the nine achools now operating on the base of the ministry's combine plants, only four are training workers in compliance with modern requirements. The remaining ones are in need of modernization which cannot be postponed or in need of the construction of new buildings. As we can see, much depends here on the stance of the executives of the sector. In those places where they are thinking about what their enterprises will be like tomorrow, the construction of buildings for vocational and technical schools and their outfitting with the most modern equipment are under constant supervision. Some Union-wide ministries is, for instance, those of the communications equipment industry and the coal industry and others, have recommended to the managers of associations and enterprises to take into account the fulfillment of quotas for the construction of achools upon summing up the results of socialist competition, which, one must assume, will help to speed up their construction.

A number of ministries (The Ministry of Heavy and Transport Machine Building, the Ministry of the Electrical Equipment Industry and others) have by special orders made it incumbent upon their enterprises to send the young men and women coming to them to the base vocational and technical schools and, only after fully completing them in every detail, to send them to the plant system for personnel training. To those who are still acting at erwise today, I advise them to think for a while on the thought expressed by the director of Magnitka, with which this article was begun.

The far from viewing the vicational and technical school in the "enterprise-school" inion as the passive partner, as the weak party taken under tutelage, knowing only now to take from its energetic patron. This union is a phenomenon which is mutually penetrating and it is of full value when efforts directed toward the achievement of the number mad are displayed by both sides. It is obvious that the ability to get conjugation with the base enterprise smoothly underway is a distinctive indicator today of the maturity of each pedagogical collective.

there are no trivial matter, in the training of the future work shift. Today the effectiveness of educational and upbringing work with youth depends to a large extent on the strategy for cooperation between enterprises and vocational and technical schools.

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MANPHER: LANOR, FDICATION, DENOGRAPHY

SYSTEM FOR I PORADING EDUCATION OF MANAGERS, SPECIALISTS DESCRIBED

Noscow VESTNIK VYS HEY SHAOLY in Bussian No 6, Jun 79 pp 3-9

[Article by N. F. Krasnov, First Deputy USSR Minister of Higher and Secondary Specialized Education and Deputy Chairman of the Interagency Council for Operating the Qualifications of Managerial Workers and Specialists of the National Economy: "The Higher School and the System for Upgrading Cualifications"]

In the modern era of development of socialist society, new phenomena and processes that have been brought about by the scientific and the all revolution are particularly embodied in changes in the qualification or programments of specialists and in the content and organization of their braining. A systematic upgrading and deepening of their political and reference in a knowledge and improvement of their practical qualities are than at building communism and of intensively developing the country to common that were planned by the 25th CPSI Congress. The decree of the besember 1975 CPSI Central Committee Plenum and Comrade L. I. Trachery's speech to it have been of inestimable help to us. These sources, which are of enormous mobilizing importance, contain a concrete and passible program for our future work.

the de uncuts of the April 1979 CPSU Central Committee Plenum and mrade L. L. prezhnev's speeches to the plenum and to the First Session that work must be improved and its effectiveness and quality raised addissipline must be strengthened. All this has a direct relationship of questions of training and upgrading personnel qualifications.

I has a sim of our educational system is the harmonious, well-rounded deeighment of a specialist who is able continuously to augment and intendify his knowledge and to raise his level in ideological theory and his processional level. The higher school is oriented to training personnel i broad background, which implies a further strengthening of basic education and bringing the instruction process closer to research activity. In a dung, an optimal omnining of the basic mass of knowledge and of the creative capabilities of the person is achieved, which allows him, after completion of the vuz [higher educational institution] independently to raise the level of his education and professional mobility, to participate actively in the promotion of scientific and technical progress, and to be among its initiators and transmitters.

It stands to reason that, where there is an abundance of scientific and technical information, this process of self-education inesitably involves the surmounting of a large number of diverse difficulties. So, along with the development of skills of independent study on the part of the special st, the educational system is called upon to provide those forms and methods for obtaining new knowledge within the framework of which this process will proceed more effectively than under individual self-education.

Moreover, in the modern state of development of the science-technology-production cycle, an appreciable acceleration of the process of depreciation and obsolescence of knowledge occurs. And the higher school is not taking its task of equipping graduates with all-embracing information.

All this makes it desirable to create in the country an integral nation—wide complex for continuing education that amalgamates interrelated system of secondary, higher and various types of supplementary and postgraduate education. It should be noted that the point we are taking about here is a unified complex in which the functioning of separate elements are subordinate to overall aims and tasks. This should be a finely tuned mechanism, not simply a collection of educational institutions whose activities are poorly linked to each other. It is such as approach to education that will guarantee flexible and responsive control of the processes of training and of upgrading the qualifications of personne, and of reacting promptly to change in society's requirements.

A stem for upgrading the qualifications of managerial workers and of special of the national economy has already been established in our countrional of the higher school, this system has at its disposal a bread potential and it is being transformed into a highly capable branch of education.

atic updating and deepening of the political and professional knowledge and the practical qualities of managers and specialists, the CPSC Central Committee and the sast council of Ministers in october 1977 idopted the decree, "Further Improvement of the system for Epgrading the Qualification of Managerial Workers and specialists of the National Comony." The decree outlined a broad program of measures that provides, in accordance with the requirements of scientific, technical and social progress. For the forming of a unified statewide system for upgrading the qualifications of supervisors workers and specialists and for training a reserve of managerial workers, as well as for the retraining of personnel for new enterprises and production facilities that are due for star up. Along with the quantitative development of educational institutions, the systems approach to the organization of continuing supplementary training of

specialists is being mide a foundation for all measures that are simed at upgrading qualifications.

The role of the higher school in the activity of the system for upgrading qualifications is great. A special administration has been organized in the 188 Ministry of Higher and Secondary Specialized Education that exercise—general methods direction over the entire system. Moreover, an interagency council has been created under USSR Minvuz [Ministry of Higher and specialized Secondary Education] to coordinate the efforts of branch ministries and agencies in this area. Its work has been concentrated on an examination of the main problems of upgrading qualifications, the general principles of organizing the teaching process, unified recommendations about the duration of the instruction, and the compilation of standard curricula and subject-matter programs. The decisions of the interagency council are binding for all ministries and agencies that have institutes, departments and courses for upgrading qualifications.

The tasks of training supervisors and specialists of the national economy on the various spheres and educational subunits of this system are extremely discree.

representant training, which is conducted in specialized educational intilled of all departments, has been organized for specialists who, by a read a production needs or for the creative execution of specific types there, require a confedge in other areas of science and technology.

input tents that train the organizers of industrial production and continue to work and the department for planning industrial production that the contablished at a number of leading vuzes should especially be the department are training managerial workers, as well as specially are put into a reserve for appointment to managerial posts.

If the performed in 3-6 months, with detachment from production performed differentially, to take into account the specifics that it is national eveniony. The most highly qualified prompt teachers are chosen here for this work.

the people, who had been sent for the training by 78 ministries and net it. About 70 per ent of the departments' graduates have been as good to higher management positions.

the personned with a view to providing the national economy with the personnel for new and promising areas of science and technology, among specialists who already have a higher education and experience as actical word. Departments in which such training is performed have established at some leading vuzes. The list of specialties at them to the personnel of the national economy's demands. Right now personnel retraining is being conducted in the areas of automation of experience research, the physics and technology of magnetic memories, special magnetic equipment, new constructional materials, problems of preserving

the environment, ecology, the automation of design, and a number of other scientific and technical areas. The activity of these departments will help the higher school to react in timely fashion to the requirements that emerge in the national economy for specialists with backgrounds in new areas.

regrating of the qualifications of managerial workers and specialists of the national economy has an important place in the set of measures in the area of postgraduate education. In each of the economy's branches, a ramified network of educational subunits has been created that comprise a unified system for upgrading qualifications. The departments for upgrading qualifications under vuzes and institutes (branch and interbranch) and courses for upgrading qualifications under ministries, agencies, enterprises, organizations and institutions are included in this system.

Vuz departments for upgrading qualifications are created on the recommendation of interested ministries and agencies with a view to deepening the study of major problems of science and technology, and also to improving the knowledge and training of various categories of specialists who have a higher education in the new types and forms of production activity that are dictated by modern trends in the development of branches of the national economy. The instruction of the students is based upon curricula and subject—matter programs that are approved by the ministry or agency that has jurisdiction over the vuz, and it is coordinated with interested branch ministries. Certain vuz departments for upgrading qualifications are interbranch and serve several ministries and agencies.

just branch's network of educational institutions for upgrading qualifications, under an institute for upgrading qualifications, which itself conducts framing and, at the same time, exercise or anizational and methods supervision over all the subunits.

ef them, as well as 201 institutes for upgrading qualification, and about 100 branches of them, as well as 201 institutes for upgrading physicians and teachers, have now been established in the country. Moreover, about 500 different departments for upgrading qualifications are operating under vuzes. More than 400 is up as have been organized under ministries, agencies, enterprises and institutions.

About 2 million people pass through the educational subunits of the system for approxing qualifications each year; during the Ninth Five-Year Flan and the first 3 years of the Tenth more than 10 million supervisors and specialists of the national economy were able to augment and update their knowledge.

the educational process, which has been founded on the use of progressive forms and methods of education, are now at the center of attention of educational subunits for upgrading qualifications. Missions of raising the level of ideological and scientific training of supervisors and specialists, for strengthening the ties of the educational process with practical

matters, and for systematically augmenting the material being studied with information about the newest achievements of science and technology are being solved.

In order to systematize operation of the system for upgrading qualifications, 115% Minvuz has developed recommendations for a standard structure for curricula and standard subject-matter programs for the disciplines of the socio-political, economic-management and legal cycles. Much work on the compilation of curricula and subject-matter programs based thereon for workers of all official categories has been performed in accordance with these documents in branch educational institutions.

special attention is being paid to the ideological training of personnel, the rule of which in the area of developed socialism grows substantially. This training is being accomplished in close conjunction with the elucidation of concrete production questions.

continuing the process of improving the economic-management knowledge that specialists obtained in the higher school, the system for upgrading qualifications promotes the development by them of skills in working with peopie, in supervising collectives, and in creatively solving economic, production and material problems and calls for a deep study of questions of the systemation and mechanization of production processes and for acquainting the states with advanced experience.

the apportant direction in upgrading the qualifications of personnel is improvement of their training in the appropriate special area. It calls for a stady of new elements of knowledge that are associated with change in the firms and methods of practical use of science and technology in the state. Scientific and technical training provides for actualization the rank knowledge of supervisors and specialists and for the study by them is all the new questions about the specialty and of advanced appropriate.

training is concentrated around key problems of professional action, it is guiding it nature, and management uses it for further creative independent work. At the same time, study by the students of new or that important interdisciplinary scientific and technical trends and the any problems of branches and subbranches of the economy is provided for, and the specifics of the official functional responsibilities of the considered.

The first iteps in upgrading the qualifications of young specialists in the securition of definite practical skills and in their study of the special of concrete official responsibilities is practical experience, which is organized at enterprises and institutions under the reads guides and are considering of the appropriate vuzes. It is desired to institutes for upgrading qualifications in the organizate of practical experience. This will enable especially favorable conditions to be readed for managing the work activity of the graduates and for their professions' maturation.

The conduct of joint studies for young specialists and workers who have definite production experience is extremely fruitful. During these studies economic situations are resolved and business games are conducted. As a result, young specialists obtain skills in the practical solution of production questions, and they find out about the best achievements that are available at the enterprises. Experienced workers master a new and more effective approach to the solution of concrete tasks from the standpoint of modern science and technology.

The mutual action of the higher school and the system for upgrading qualifications is exercising a deep and enriching influence on their activity and is helping to improve the educational process. Moreover, the vuz teachers who conduct studies in the system for upgrading qualifications obtain, in socializing with the audience—supervisors and specialists—a favorable opportunity to check the applicability and practical value of their own scientific background and to revise their courses in accordance with the requirements of modern production.

Also useful is direct contact with the students of departments for upgrading qualifications with student audiences. Lectures and reports by production personnel who have much work experience before students and aspirants are always received with lively interest. Scientific and technical conferences are a most effective form of such contacts.

The flexibility and mobility of the educational system and its capability to read to the phenomena of the new and to keep pace with scientific and terminal progress is determined to a decisive degree by the composition at the instructional personnel. The level of conduct of the studies, the purposerulises, the possibility of applying in practice the instruction received, and the technological and economic substantiation of the or positions that are contained in the students' graduation works depend primarily upon them.

The first teristics of the student body place special requirements on the feather. Teachers in the system for apprading qualifications should, as not before, possess the skill to interest and to consince the students and the expected the material easily and convincingly, linking it up with the feather. In recent years many highly qualified vuz teachers, great special to from industry, scientific-research organizations and the staffs of ministries and agencies have now to the educational institutions for approxing qualifications. Hight now about 2,000 assigned teachers are doing profigural work within the system, among whom 3.1 percent are doctors of ministers or professors, and 75 percent are candidates of science or how late professors.

The methodological structure of the studies, the organization of all types of instructional work, and the nature itself of the association of the tember with the students have been oriented to make use of the rich living and production experience of the students and to rely upon it. So ask methods of teaching as studies in the time at advanced enterprises, exhibitions, the analysis of concrete production situations, the solution of expression problems, and so on, which intensify the instructional process

and the student: cognitive activity, have been widely dissen nated.

These methods of teaching were developed and introduced into practice, for example, in the institutes for upgrading qualification of the Union ministries of light industry, railways, construction materials, the coal industry, the shipbuilding industry, agricultural machine building, the timber and wood-processing industry, the RSFSR Ministry of Procurement and others. The production tasks and business games are based, as a rule, upon the concrete data of enterprises and associations of the appropriate branches of the economy.

The conduct of such studies is a good school in professional mastery for vuz teachers. Many of them, including prominent scientists and important specialists, note the beneficial effect of this work upon growth of their pedagogical qualifications and creative potential.

The scientific potential of pedagogical personnel is being raised and agreements about scientific and technical collaboration between subunits of the system for upgrading qualifications and leading enterprises of branches of the economy that have been widely popularized recently are increasing appreciably.

the practical introduction of new scientific ideas is a task that is no less important than the development of these ideas. Today it is required that the role of institutes and departments for upgrading qualifications be heightened in this matter and that their work as teaching-methodology centers for studying and propagandizing the achievements of science, technology and advanced experience be improved. One of the ways of resolving this task is to involve teachers who are assigned to the system for upgrading qualifications in the solution of concrete production tasks. The consultative work that is conducted by teachers at enterprises can produce much in this regard. In participating in the development and realization of increte plans, teachers acquire practical experience and become acquainted with the problems of modern industry.

if course, one must not forget either about other forms of augmenting the annualedge of pedagogical sorkers: the acquisition of practical experience at advanced enterprises, vuzes and scientific-research institutions and training at departments for upgrading the qualifications of teachers.

Lach staff teacher should undergo one of the forms for upgrading his own qualifications at least once in 5 years.

A substantial portion of the modern institutes and departments for upgrading qualifications are large educational centers, which have a good training materials have and the newest electronic computing equipment at their disposal and which have gained experience in scientific organization of the teaching process. But still, even more work to improve the system for upgrading qualifications and to eliminate the deficiencies that exist must be performed.

out of the 2 million per one who annually pass through the system, almost a million are taught in short-term courses, some of which do not have experienced teachers or the necessary equipment. Despite the fact that many branches of the economy have their own institutes for upgrading qualifications, a relatively small number of supervisors and specialists—15 to 30 percent—are trained in them. A major share of them upgrade their qualification without being detached from production work. Right now special attention must be devoted to strengthening the courses with teaching personnel, to sending leading specialists to these place, and to strengthening assistance on the part of local edicational institutions.

shallow courses that include low-level were at and must be abolished and the innoughput of other existing educational institutions expanded. Detaching personnel from production work must become a parameter upgrading their qualifications.

If I planned to continue, and to expand greativ, the work that is connected with developing the sistem for upgrading qualifications and to study and to validate scientifically a further expansion of the network of it educational subunits, the optimal distribution thereof the interior of the network of its performance of the organization of new forms and tipes of retraining of performed. The question about establishing in range cities interinguistic education institutions preferences the pare of reading policebilical in three and departments for training organizers of industrial profiles. In truction and planning menuts special attention.

If the to improve the work of institutes and departments for appraiding qualit nations as educational-methods centers for studying and propagandization the achievements of science, technology and advanced experience, the time sary to continue to strengthen their less with NII's iscientification in stitutes), the scientific and technical information ervices, and in riced enterprises and organizations. This will make it possible to more thing the rewest scientific and technical documentation in educational documents and to attract prominent scientific and specialists to teaching and to the conduct of joint scientific decelopment.

the if the most important tasks is further promotion of research on prober function, the quilibrates of aperions fact and pet in the task and constant creation task will enable the content organizational forms, principles as netter for training and for maising personnel qualifications to be detional for probable.

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in the matter of further improving the system for upgrading qualifications, the numeris of var rectors are called upon to play a certain role. It is desirable to involve the directors of institutes and the deans of departments for upgrading qualifications in the work of these councils. This will enable the solution of questions of organizing interinstitute departments and if the mutual use of the supply and equipment base, modern eduational equipment, and the newest computer equipment. The use of var graduates will be analyzed on a wider scale, and the scientifically substantiated management of the upgrading of their qualifications will be accomplished.

for a filter tries and agencies are to do much to strengthen the materials bise of the educational subunits. In particular, it is desirable that he transfer is them a timely tashion better and newer equipment and that their approve the students' and teachers' housing and living condition. The construction of educational and housing buildings for department time upgrading qualifications that are under vuzes should be expanded and them attance of these ministries and departments. It is necessary the following to recommend to the recommendations and the first true to the following subdepartments, educational laboratories are in the following qualifications; and FPk's departments for maising qualifications.

the initial that the inion ministries of the construction-material to the literal wood-processing industry, as well as the minito the literal wood-processing industries, should pay major the initial the chemical industries, should pay major treathening the educational-materials base of institutes.

the materials base of the system for the distances, see Finance is developing model requirements for the and FP 's with modern educational and technological equipment tandard training-laboratory equipment and visual aids for the basic disciplines will material.

the rejentific and technical revolution will require a growth the rejentific and technical revolution will require a growth the rejentific and technical revolution will require a growth the rejentific and approaching of the qualifications of specialists and economical hours hourd be a softinging process. In the long term, we are not the right of the sixtem for upgrading qualifications and for develored for the sixtem for upplementary training and retraining but also it is set of measures that will provide for the organization of the first term their constant effort to the first the provide for the existing system of the first the first will grow that the existing system in the first the first provide for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first the first provided for the organization of the first provided

The system for upgrading qualifications is becoming one of the main levers for accelerating the pace of penetration of new scientific and technical ideas and of advanced experience into wide practice in the national economy. This system will make an ever-growing contribution to realization of the aim set by the Communist Party—of an organic amalgamation of the achievements of the scientific and technical revolution with the advantages of the socialist economic system.

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## REPUBLICS COOPERATE IN TRAINING OF SPECIALISTS

Moscow VESTNIK VYSSHEY SEROLY in Russian No 5, May 79 pp 7-10

[Article by V.T. Petrov, candidate of historical sciences: "Collaboration and Mutual Assistance in the Training of Specialists"]

Text The friendship of the nations and nationalities of the USSR has strengthened under conditions of mature socialism. The objective process of their rapprochement continues, and their comprehensive collaboration and mutual assistance in all areas of economic and social life is intensively developing. One of the clear manifestations of this process is the collaboration of the Union republics in the preparation of specialists with higher education. The forms of these fraternal relationships objectively inherent in the Soviet style of life are continuously being developed and perfected with the raising of the level of the economic and cultural structure of our society, with the growth of its internationalism, with the flowering of the Lations and nationalities of the USSE, and with the development of socialist traditions.

In the first years of Soviet power, the training of forces of specialists in Union republics which, at that time, did not have a network of branch institutions of higher education was carried out primarily with the help of the sentral VUZ's, mainly the VUZ's of the Russian Federation. The successes of socialist construction led to a significant rise in the level of higher education in the entire country and to the creation of a unified system of national education which guarantees, as Article 25 of the USSR Constitution reads, universal educational and professional training of citizens, is devoted to the communist upbringing and the spiritual and physical development of young people, and prepares them for labor and for public activities. As a part of such a system, the advanced school is today a powerful educational, attentific, and instructive force in all Union republics which utilize a variety of traditional and new forms of collaboration and mutual aid in the training of personnel.

One of these forms is the noncompetitive acceptance of young people into nigher educational institutions. It is difficult to overestimate the social and economic significance of this. I refer to the fact that the system of higher education of the entire country is used for the training of specialists from members of the indigenous population of a particular republic. In 1960-1977, for example, the greatest number of places for noncompetitive admission were to the small peoples of the North, Siberia, and the Far East of the RSFSR, and for the indigenous population of the republics of Central Asia, Mazakhstan, and the Moldavian and Azerbaijan SSR.

Noncompetitive admission is carried out primarily for those specialties for which the VUZ's of a given republic do not train personnel or do so on a comparatively small scale. It is understood that in the implementation of this program the demand of the national economy of the republic for specialists of a corresponding profile is likewise taken into account. It is well known, for example, that in the pre-war period as well as in the first years after the Great Patriotic War, the Central Asian republics and Kazakhstan had a primary need for specialists in the humanities. In connection with the significant growth of the technical, economic, and cultural potential of these republics following this period, their need for engineers grew substantially. And in 1966-1977, the Kirghiz SSR enrolled more than a thousand people through noncompetitive admission in the VUZ's of other republic, for the training of such personnel.

The Taizhik SSR is currently enrolling its young people in 69-70 VUZ's for the training of personnel in 95-97 specialties. Envoys of these republics are being accepted at VUZ's in Moscow and Leningrad, Volgograd and Saratov, Voronezh and Kuybyshev, Ivanov and Gor'kiy, Khar'kov and Odesua, Tashkent, Frunze, and many other cities. Moscow State University, for example, is training specialists for Tazhikistan in the social sciences, economic sybernetics, and geochemistry. The Moscow and Ivanov textile institutes are training technologists and designers of textile products and knitted wear production engineers; the Moscow Power Institute is turning out specialists in radio equipment and urban electric transportation; the Moscow Hydro-Reclaimation Institute trains machine operators for hydro-reclaimation work; the Leningrad and Tashkent polytechnical institutes as well as the Oteasa technological institutes prepare refrigeration and compressor engineers.

Opportunities for noncompetitive admission are also widely utilized in the Turkmen SSR. In 1966-1977, Turkmen young people studied at all levels in VUZ's in nine fraternal republics: the RSFSR, the Ukraine, Byelorussia. Kazakhatan, Uzbekistan, Aderbaijan, Kirghizia, Tadzhikistan, and Estonia.

Of course, the levels of mutual aid and collaboration of the Union republics it a given field vary. They are determined by the level of the material and dechnical base of the VUZ's, by the qualifications of their instructors, and by established scientific and pringential traditions.

The Russian Federation, naturally, continues to occupy the leading place in this field, as in other spheres of economic, scientific, and cultural construction. "In resent years I have had occasion to be in many Union republics," said Conrace L.I. Brezhnev at one of his meetings with the voters of the Baumansk Electoral District of Moscow. "And everywhere — in the Ukraine and in Georgia, in Kazakhatan and in Armenia, in Byelorussia and Azerbaijan — everywhere they speak with great warmth, respect, and love about the Russian people and about the contribution of the Russian Federation toward the development of all the republics of our country. These sincers words of gratitude are isserved by the working class, the peasants, and the intelligentsia of Soviet Russia." (L. I. Brezhnev. Along the Leminist Course. Speeches and Articles. M. Politicdat, 1972, v. 3, p. 384)

The VUZ's of the Russian Federation annually accept noncompetitive students from all Union republics and do it on a broad scale. For example, here is what at analysis of such admission plans shows for 1967-1976.

In accordance with these plans, 38,306 places were alloted for moncompetitive admission in the educational institutions of the RSFSR Minvaz Ministry of Higher Educational Institutions 7, 24,708 of which (more than 54 percent) were for young people from other Union republics. We will add to this the approximately 3,200 places in VUZ's which are directly subordinate to the USSR Minual (almost all of them are also located within the territory of the Russian Frieration). The remaining places which were allocated for this purpose were given to secondary school graduates from autonomous republics, oblasts, and instricts of the RSFSF. Clearly, therefore, the Union republics received the man rity of noncompetitive places in the VUZ's of the Russian Federation. For example, during the came period, of the 7,562 such places planted for Razakhi tan, more than 6,.50 went to the educational institutions of the RSFSR Mind and approximately 660 to those of the USSA Minvus. For Uzbekistan the figures are 7,579, 6,593, and 366; for Kirghizia, 3,182, 2,087, and 273; for Georgia, 86", 472, and 193; for Lithuania, 847, 562, and 38; for Latvia, 14. 11. and 4"; for Tedahikstan, 2,744, 1,867, and 502 for Arments, 101, . U. mi = : f r Paremenia, 3.074, 1.688, and 25% for Estenia, 700, 617, and li etc.

In turn, the Union republics render analogous aid on favorable terms in the training of national forces to the small peoples of the RSFSR which have their our national and governmental autonomy.

From 19th-1977, the Yakut ASSR sent more than 3,000 young people under non-impetitive simission to VUZ's of Moscow, Leningrai, Novosibirsk, Tonsk, Omsk, Irkatak, Blagoveshchinsk, Khaborovsk, Magadan, as well as to the educational institutions of Usbekistan, Georgia, Kazakhstan, and the Ukraine. Students from Yakutia are becoming engineers, specialists in culture and art, and 'sathers. In just the jeriod from 1966 to 1975, 1,146 noncompetitive places were alloted in VUZ's of Moscow, Leningrad, and other cities for those of the indigenous nationality of the Komi ASSR. These were for specialties for alloted the training in the VUZ's of this automosous republic (and more

than 40 percent of the above group were in medical VUZ's). It is characteristic that, thanks to the measures taken in the Komi ASSR (similar, incidentally, to those taken in numerous other regions) for a better selection of secondary school graduates, the number of students in this category dismissed due to poor progress is reduced every year.

In sum, for 1970-1977, autonomous republics, oblasts, and districts, as well as several other oblasts (for example, Kamchatskaya, Magad askaya, and Chitinskaya) received almost 8,900 noncompetitive places in the VUZ's of just the Russian Federation alone.

The Soviet Ukraine is making an appreciable contribution to the training of personnel for other Union republics. In 1967-1977, approximately 6,800 people from all the Union republics and other national regions were enrolled in its VUZ's under the noncompetitive admission program. Noncompetitive admission is carried out there basically for economic specialties, electrical engineering, maching construction, consumer goods and foodstuff production, and transportation.

Also, the Belorussian SSR is actively collaborating with other Union republics in the training of specialists. A network of higher educational in stitutions has been formed there. At the beginning of the 1976-77 academic year, byelorussia already had 31 VUZ a where approximately 160,000 students studied almost 170 specialties. This republic's advanced school basically satisfies its demand for specialists. However, personnel for the BSSR are trained in VUZ's of the Russian Federation and the Ukraine in a number of specialties (such as, for example, geology and useful minerals prospecting, machine construction and instrument making, the technology of food products, the technology of consumer goods, and certain economic specialties). They accepted without competition more than 1,600 young people from Belorussia from 1966-1976.

At the same time, Soviet belorussia helps to prepare personnel for other republics. For example, its VUZ's accepted representatives from 11 Union republics from 1966-1976 outside of competition. The training of specialists is carried out there for machine construction, instrument making, electrical engineering, and electronic specialties, and for the technology of the production of light industry goods. In recent years, applied mathematics, the chemical technology of petroleum and gas, and other disciplines have been added to these specialties.

The practice of each union republic provides convincing examples of the continuously broading scope and extent of the fraternal collaboration of the peoples of our sulti-national country in the area of science, education, and culture. And the Baltic republics are no exception in this regard.

Let us take the Lithuanian SSR as an example. From 1966-1977 it was given the opportunity to send approximately 1,000 people to VUZ's of other Union republics on the noncompetitive admissions program. Young Lithuanians were able to enroll on favorable terms in the country's leading educational institutions which are universally recognized educational and scientific centers. Among them are the Moscow and Leningrad universities, the Conservatory and Institute of the Petrochemical and Gas Industry, the All-Union Institute of Cimenatography, and many others. At the same time, successes in the development of higher education achieved in the years of Soviet power in Lithuania itself have created the necessary conditions in its VUZ's for the training of specialists from other Union republics. In the same years (1966-1977), approximately 400 people from the RSFSR, Tadzhikistan, Estonia, and Latvia have been accepted there.

The cooperative system is also an effective form of the collaboration and aid of Union republics in the sphere of higher education, permitting them to combine the efforts of the republics in meeting the demand of their national economy for personnel, the preparation of which in one republic or another still has not received sufficient development or is not being carried out due to a limited meannd. Such a cooperative system has been carried out since 1964 among the Beltic republics, the Caucasian republics, in Central Agia, and in Mazakhistan.

Plant for the cooperative training of specialists are being developed based on previously agreed upon proposals of the corresponding ministries of higher and secondary education. The selection and sending of candidates for study in VUZ's of other Union republics is carried out in complete conformity with the rules of admission to the VUZ's. That is, people are selected who pass the entrunce examinations, pass the competition, and express a desire to study in matter republic. Here is some data about the operation of these plans.

The republics of Central Asis and Kazakhstan planned to train 3,071 specialists through a cooperative system in 1966-1977. The VUZ's of Uzbekistan had to train 1,510 people during these years for other republics of the region, and the VUZ's of Kirghizis, Kazakhstan, Tadahikstan, and Turkmenis had to train appecialists for the Uzbek SSR. In Kirghizis, in turn, it was planned to train 1,191 specialists during this time for four neighboring republics (for the Uzbek SSR, for example, specialists primarily in the creation and operation of machines and instruments for food production, in the technology of food preservation, in the technology of mest and meat products, and in the technology of malk and dairy products). At the same time, they had the opportunity to seed 91 young men and women from their republic to the VUZ's of Uzbekistan, flakkistan, Tedzhikistan, and Turkmenia for the training of other kinds of periodists.

In sovie' Baltic republics, in accordance with planned indicators, 715 per alists were trained juring the same years on the basis of a cooperative series. Lithuania, for example, undertook the training in its VUZ's of 578 jettle for Latvia and Estania, and the latter trained 196 specialists for the Lithuanian SSR.

The Jooperative training of personnel in the VUZ's of the Caucasian republics was effectively developed in 1970-1977. The Azerbaijan SSR, for example, set out to train 401 specialists during these years for the two other Caucasian republics, which, in turn, trained 69 people for Azerbaijan. The Armenian SSR plan called for the training of 444 specialists for its neighbors, and the republic itself received 154 places in the VUZ's of Georgia and Azerbaijan. The Beorgian SSR was to train 88 people in its VUZ's for Armenia and Azerbaijan, and the latter trained 610 specialists for Georgia.

In accordance with the decree of the USSR Council of Minister: "On the Perfection of Planning for the Training of Specialists and the Improvement of the Utilization of Graduates of Higher and Secondary Special Educational Institutions in the National Economy" (1978), the ministries of nigher and secondary education of the USSR and of the Union republics outlined the further expansion of the cooperative training of specialists. A great specialization of VUZ's will, in particular, contribute to the carrying out of this task.

And, finally, a word about still another form the collaboration and mutual aid of Soviet republics in the area of higher education. We refer to the enrulment of the training departments which were created in the VUZ's 10 years ago. Taking into account the over-all demands which are being made of those who enrull in these departments, a determined number of places in the VUZ's of each republic are alloted each year for people of the indigenous nationality of other republics. By means of admission plans in 1970-1977, 4,345 places were reserved in all for this purpose, primarily at training departments in VUZ's of the Russian Federation, the Ukreinian SSR, as well as at VUZ's directly subordinate to the USSR Minvuz.

And likewise, the scale of several other forms of collaboration in this area is significant. We will cite, in this connection, the complete training of specialists in large VUZ's for national republics as well as the simplete distribution (in accordance with plans for social and economic development) of the young specialists, graduates of an advanced athool, for work in these regions.

It is possible to maintain with confidence that all the mentioned forms of collaboration and mutual aid in the sphere of higher education have confirmed their vitality and high effectiveness in practice. These forms, of course, is not exhaust all the variety of such collaboration and mutual aid. It finds its expression literally in all the areas of activity of the advanced school, being a clear manifestation of the Leminist principles of the national policy of the CPSU, which were taken as a basis of the Lonatitution of developed socialism.

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MANPOWER: LABOR, EDUCATION, DEMOGRAPHY

### THE INCREASE IN WORKERS SKILLS AND LABOR PRODUCTIVITY

Moscow SOTSTALISTICHESKIY TRUD in Bussian No 8, Aug 79 pp 80-85

/Article by G. Kotikova, senior research officer at the Scientific Research Institute of Labor 7

/Text? In a developed socialist society which is experiencing scientific and technical progress and constantly modernizing production, the problem of how to improve the vocational skills of workers becomes very timely. The decisions of the 25th CPSW Congress emphasize the need to raise the cultural and technical level of working people and to improve the training of skilled workers. The economic effectiveness of increasing skills should be viewed today as one of the conditions for the growth of effectiveness in public production as a whole. That is why the fevelopment and universal application of methods to determine iffectiveness has great significance.

Index the existing practice of factor-by factor planning for labor productivity, the improvement of skills is not taken into account separately (the assumption is that it is reflected in the group of technical-organizational factors). At the same time it is essential to plan this indicator in order to ensure that vecational skill is in line with the actual work which is being perfected, and this kind of planning is practically impossible without abjective, recorded data.

At the present time a gap has developed between the actual and the restrict number of skilled workers, primarily at newly opened starprises. The experience of recent years shows that the lack of silled manpower has resulted in delays in putting planned capacities are specified and in failures to meet timetables for the achievement in the projected level of labor productivity.

The expensive effectiveness of increasing workers' skills was examined to the tirst time in our country by Academician S.G. Strumilin, who calculated the average increase in this effectiveness in relation to we, vocational record and general education level. The method

proposed by S.G. Strumilin was developed further and used by other economists. According to their calculations the improvement of skills has been responsible for 30-35 percent of the increase in the national income over the last decade. But this method is very general in nature and can hardly be used at the level of industries or individual enterprises.

The effectiveness of skilled labor is also determined by methods from natheratical statistics. Some recent theoretical investigations have begun to include more and more attempts to use labor reduction for these purposes. However, in this regard the issue of the sources of the creater value created by a skilled labor force is a controversial one. Nor is there any consensus of opinion on how to calculate the labor reduction factor.

Because the methods have not been worked out at the level of the industry of the enterprise the effectiveness of improved skills is either not distributed at all or calculations are only made of the charges in particular indicators (increases in the fulfillment of production norms, the reduction of losses from waste) achieved through instruction given to workers in uchools of advanced work methods.

Regions. is 1976 the Scientific-Research Institute of Labor carried out out a study to evaluate the influence of socio-economic factors on the growth of labor productivity; the study was conducted at the Hoscow K brematron plants, at an oil refinery and at the Krasnys Bogatyr' A sociation. It resulted in the development of methodological recommentations which were subsequently approved by scientific-research institutes of the corresponding industries: VPTIstroydormash All-Union Planning and Technological Institute of Construction and Road Machinery Manufacture 7, NIIIDahin Scientific Research Institute of Technical and Economic Research of the State Committee of the USSR Council of Ministers for Chemistry 7, Informalist of Not further identified 7, VNIIOchemet All-Union Scientific Research Institute for the Organization of Production and Labor in Ferrous Metallargy 7, as well as by the Perr' State University.

Increasing skills makes it possible for the worker, on the one hand, to rear with more complex operations, which were formerly beyond hir, and, on the other, to create more output within the same amount of time by performing these operations. The effect of higher skills on labor productivity may be either direct or indirect and finds expression in the growth of individual extract. It is achieved in the first instance in the area of more advanced work methods which reduce the labor-intensity of an factured goods, and in the second instance it is achieved by letter as af equipment, including a reduction in the amount of downtine, and in the time pent on preparatory and end operations, as will a maintenance work, and by efforts to increase the proportion of basis to the bim I time in overall operating time.

In the final analysis the influence of improved skills, like the influence of other factor, on labor productivity is manifested in a reduction in working time (labor expenditure) for the production of a unit of output. The savings of labor thus obtained can be expressed through a relative reduction in the number of workers  $(S_n)$ . The relation between the increasing of skills and change in the number of personnel is characterized as the coefficient of skill improvement  $(C_{S1})$ , which is defined as the relation of total time expenditures to the increase in workers' skills in the plum and base periods (a specific example of the calculation is given below).

In calculatine a given coefficient there arises a question of how to take into account the general education level  $(V_0)$ , special training  $(V_{ST})$  and length of service in the trade  $(V_{ST})$ , i.e., should they be taken into account tally, or the basis of the expenses—which have actually developed at the interior, or partly?—It seems to us that the most correct with late in the calculations only those groups of workers that when the mount of time spent to achieve the necessary level of skill in the that specified by the norms. We use for these norms the large training, as well as the amount of service necessary to acquire the training, as well as the amount of service necessary to acquire the trade of skills.

It is like the influence of vocational skill improvement on labor productivity the a group of workers from the Moscow Krasnyy Bogatyr' Frebether A position. There was no difficulty in determining the interpolation of general education and the length of vocational regions if the production unit according to the trades being analyzed. It is region time a manufactory general education minimum  $(V_{0.00})$  has rabilished for many of the basic trades. The USSR State Committee Vocational-Technical Education has confirmed the lists of skilled as the interpolation of their trades, indicating the nature and length of their limits, as well as the specifics of the production unit  $(V_{st}, m)$ 

It is not intensive to establish the length of service for ities of the necessary skills of the trade (V<sub>S1.p</sub>) with a normative of part I education and special training. Horeover, a worker's it is a service is not taken into accout, although one must will the american of V.A. Zhamin, that work in other trades reduces the time necessary to master a new trade; this is the result of condition of general skills and techniques which are essential and form of work. However, according to his calculations, the increase which once from work performed in the trade is approximately that is that which comes from general work experience.

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As studies show, the length of service in a trade has the greatest degree of influence on the indicators for production quality (the percentage of top-quality goods and the amount of defective output, otc.), which are taken into account by the regulations which are in effect at enterprises concerning prizes. A trade can be considered to have been mastered when a worker has achieved relatively stable indicators of production quality. And it is this period which is essential for the achievement of certain stable indicators, that is accepted as equal to the normative period of service for the mastery of a trade.

Since improvement in a worker's skills and consequently the influence of those skills on labor productivity is most significant during the period when the trade is being mastered, the calculations take account of this time, and not of the entire period of service in the trade. Thus, according to the data of S.G. Strumilin, skills grow most intensively in the first year after instruction has been completed—the increase amounts to 23.6 percent. The next four years provide an increase which is only one-quarter as large—6.3 percent per year. This drops to 3 percent per year for the next five years. In fact, a worker's skills continue to improve throughout his entire work life, but at a slower rate (and mainls through improvements in the habit and techniques which have been acquired; this is reflected in the over it fillment of production norms and is taken into account during periodic re-examinations of outdated norms).

In our calculations on the stabilization of quality indicators (the delivery of first demand output for the years 1975 and 1976 was analyzed), the normative period for trade mastery was determined for a presser-vulcanizer (at the Krasnyy Bogatyr' Production Combine), who has the normative level of general education, i.e., eight years of schooling. The indicators became relatively stabilized within a year of work, i.e., in this case the trade mastery period can be taken as equal to one year.

This method is more accurate, and at the same time it takes into account the improvement in outsit quality, which is a very important result of increasing skills. But its application is limited because the quality indicators are reflected in the statistical accounts mainly for the basic categories of workers. In all other cases the trade mastery period must be determined on the basis of the amount of time worked in a given wase category or on the basis of an expert evaluation by specialists at the enterprise, which results in a report that is not always accurate.

The amount of time needed to master a trade may differ substantially from the normative value depending on the level of general education and specialized training. If the level is below the norm, a longer (above-term) period of trade mastery is required. The quantitative relations between these values are determined by concrete production conditions.

The type of production (small-scale or large-scale), the complexity and significance of the product being manufactured, as well as the complexity and diversity of the machinery, equipment and instruments which are used, all affect the degree of significance of any given factor (Vo. Vst. Vs1) which influences the growth of a worker's skills. In large-scale production, where the same product is manufactured for a long period of time, a large role is played by work skills and habits acquired during the work process (this is the case with machine operators, for example). The growth of labor productivity here depends to a very high degree on work experience in the job. With the transition to the more complex equipment, the worker's general education becomes more important because it enables his to acquire a certain level of skill in a shorter period of time, i.e., the trude mastery period is reduced. And finally, in some jobs calling for highly skilled labor the level of special training is of prime importance, and a higher level of general education or greater experience cannot compensate if this is lacking. It is essential to take these factors into account when making specific calculations in regard to a particular production unit.

All of the vocational groups which we studied at the Krasnyy Bogatyr' Association had obtained specialized on-the-job training within the required limits. The length of the trade mastery period for these groups was related mainly to the level of their general education. The workers were divised into groups on the basis of educational background and length of time on the job, and an analysis of the techical-economic indicators fulfillment of production norms, and the proportion of first-demand output) has each it possible to take 1:1 as the ratio between general educational background and on-the-job experience (every year of general education below the norm is compensated for by an above-norm year of on-the-job experience).

The ratios which have been established and the normative data make it passible to determine the trade mastery period for workers with different levels of general educational background (Table 1). This period gives as the appertunity to distinguish from the total number of workers that contingent of people whose actual work time is less than required for mastery of the given trade. Using this contingent the total time to master the trade in the base (V<sub>S1\*D</sub>) and plan (V<sub>S1\*D</sub>) periods is calculated.

The total time of general education and specialized training in the mass and plan periods is established on the basis of a detailed plan for improving skills which sets out the normative period of workers' training according to trade, the number of workers in terms of the forms for improving skills and the periods of study in various courses and and so the skill improvement factor is found as the ratio of the lately time of general education, specialized training and the trade may reperiod in the plan and base periods within the limits of manualized ages litures. In our calculations this ratio is 1.2 (Cs.i).

It I Man to Fried in Relation to Warkers General Education Level (in years)

A ·l	Vocational groups						
	Propries	Stary roof  Butter Front  Solver  Rollin  Trutt  Or rather  Curtiff  Trutt  Curtiff  Street  Street  Street	Calender Machine Or rater. Regairment Interpreture. Gler	Fire			
	1 17.	V T F PT.	2 7	Cotempies  III-IV  Voca 10  Att. Voca 1.5  yr.	V-VI  V. m 10  yr.  V. m = 3  yr.		
er endi Lunt'hende	1 1	2.5 1.5 0.5 0.5	3 2 2 2 2	5.5 3.5 2.5	7		

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Table 2

Trout's of Later Productivity as a Result of Improved Skills

in the i	Skill In- provement Factor (Cai)	Charge		
		Number of Productivit Prople 1 (Sn)		Proportion of Skill Factor in Total Growth
Kramyv Boratur* Er 4.etion Association Makevenka Metallurgical	1.2	136	2.5	48.2
Plant	1.1	36	2.44	31.8
Arones was fully and Popur Cortano	1.23	103	2.1	34.3
tion Association  Manual Knarvotokno	1.8	6.⊜	0.7	14.0
Production Association	1.55	26	0.3	6.4
nashira Blome imemi Nashrotakidan	1.38	16	0.4	8.1

in the day the Scientific-Research Institute of Labor interval in titutes from calculations of the influence in the same on labor productivity are presented in Table 2.

The work is at the second continues of skill improvement is a partition of the influence of skill improvement is a partition of the influence of skill improvement is a partition of the influence of skill improvement is a partition of the influence of skill improvement is a partition of the second continues of the sec

Wiff of this interrelation hip the level of skill after mobility. It grows continuously as the modelity are accumulated and the level of the first terms the same, and this leads to increased the first lakes it possible to determine in some cases -- in the first improvement on labor productivity irrespective

to be not after a land to formal function. It particular, this concerns such as to be not so will attend and an in-land, technical reserves, at the last of the second and related states and at schools which teach are at last of the second at the second attended to the second attended to the second at the second

I or rad with the winto of control described above, special-perposed or at firstly sold of manufactured and testminal negation will associate and the manufacture of the sold and the sold of the sold

It is in the part of the involvention, it is emptial that the least to the remains of the enterprise's at the present time research has been that in tall furlapsest part for not exceptive collectives include the rest water who is attached in any particular programment. It is intimally to obtain has line data for the calculations in the Tall at the research to pink and reliable a wounting to the calculation.

— If the property of the property of the transfer of the property of the pr I have been a second to the second to the second to the second to information operation the specifical swill background of - The called and interpolity field skills. Classes are forced without I to the fift on the distance and post first training or The wint experience of the numbers, and this leasts the effor leasure of Co. P. House. He mounts which there departments keep do not state The Manufacture the deprenant mechanical or the begun have every to a portrain had not reflect the anchestry of the additional negations and is a toler food at one one or or which the weekers are 1 derriby. In Justine of took our instruction has an Inco Life data as and the compliant of the first three trees when the first the complete and for the complete the The last the date with he multi-end tries the slape and the plant to y ( and ) is youth at . I when the "Timethis resembly of a later antenday. July 100 the leaf of the last present of the first to your and the activity will be as but with the the limit that min is difficult yenderlysts.

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Flanning a liber productivity by taking into account a socio-economic tactor as i portant as the growth of workers' skills will help to eliminate the haphazard nature of much of the work of improving kills, and it will help to make the process manageable. The in limited of this factor in the complex of those factors which it plans it will make it possible to substantiate more fully the labor productivity growth targets and it will be a powerful aid in the peach for additional reserves for further growth in productivity.

LOTTO MARTE LEGISL'stvo "Transport", "Sotsialisticheskiy trud", 1975

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MANPAWER: LABOR, EDUCATION, DEMOGRAPHY

### LABOR PROBLESS IN THE NONCHERNOZEM ZONE

Moscow PRAVDA in Russian 11 Jul 79 p 1

[Editorial: "Concern for Personnel in the Non-Chernozes Region"]

Text More than 14 million people live and work in villages of the nonchernozes region of the REPSR. Through their efforts and the considerable assistance of the state and the working class of the cities a comprehensive program for reorganizing the agriculture of this expansive region of the nation is being realized.

In disclosing the prospects for the further development of the region, Comrade L. I. Brezhnev noted that "we must have at all decisive sectors in the center and in the localities energetic, experienced personnel who are aware of their personal responsibility to the Party for accomplishing the planned measures."

The constant concern for the people who are renovating the non-chernozen region, for the training of skilled personnel have become a most important matter of the Party committees and councils of people's deputies. How testimony to the attention being given to the problems of this region is the decree of the CPSU Central Committee and the USSR Council of Ministers "Concerning additional measures for securing personnel in the agriculture of the RSFSR's non-chernozen region." It calls for improvement in the socio-economic living conditions in the village, the improvement of the organization and wages of workers and raising the quality of services to the population. The ministries, the Party, council and agricultural organs have been instructed to take care of reinforcing personnel in the village, of increasing the mechanization of labor and ensuring full employment of sowkhoz and kolkhoz workers throughout the entire year.

Recently quite a bit has been done to create a good foundation for the labor and way of life of the farmers, specialists in land reclamation and builders in the RSPER non-chernoses region. In the years 1976 through 1978 significantly more equipme. has been sent here than in the preceding three-year period. The level of sechanisation of work in the fields and farms is growing. Since the beginning of the five-year plan the wages of the sowkhoz and kolkhoz workers have gone up by more than 20 per cent. In the three years more than 11 million square meters of housing have been

built; schools, childrens combines, clubs and cultural facilities have been build and thousands of kilometers of highways have been built.

all of this has been beneficial to securing personnel, particularly young people. In many krays and oblasts of the non-chernozes region the number of machine operators has increased significantly. The vanguard of agricultural specialists has been increased by 50,000 during the three years, which has helped to strengthen the management of production sub-units and to improve its standard. Nonetheless the problem of training personnel still remains acute. A shortage of mass profession workers is particularly felt. Thus, in Kalininskaya, Tul'skaya and Smolenskaya oblasts there are today 67 and less machine operators for 100 tractors. Due to the shortage some of the equipment is idle in 40 per cent of the region's sowkhozes and selkhypes. The considerable instability of personnel, including among specialists, is cause for alarm. Out of 30,000 vuz and technical college graduates, who are sent each year to the farms, slightly more than half remain here.

what are the reasons for this situation? The managers of many sowkhozes and solutions and many local council organs show little concern for the same replacements and for creating favorable conditions for his labor and way of life and professional development of the specialists. Moreover there are sollectives where one can study the solution of these complicated problems, let us say, in the kolkhozes "Krasnyy mayak" in Gor kowskaya whast, the solkhoz imeni Arseniy in Ivanovskaya Oblast, the sovkhoz "Estavillarinskiy" in Permskaya Oblast, where the managers of the farms may been giving central attention to raising the standard of labor, to improve the living conditions of the people and are creating an atmosphere of thems sensitive to the demands and requirements of the workers. And here it is result: there are no serious problems with personnel here, labor mading has been secured and the efficiency and quality of work is in-

inverse this experience is teing disseminated slowly; as before there is is constructing housing and social and mismal facilities in the village. The three-year assignment for erecting at the expense of state capital investments was fulfilled by only The builders have owed the village workers more than two mil-Tim Alam seters of living space. Power preschool institutions, houses iture and professional and technical institutions were handed over was had been ; lanned. Many sub-units of the RSFSE Ministry of Rural Con-- ir. i. a. the union ministries of construction and industrial construction may not only not fulfilled their responsibility, but are now breaking the lanning time periods for erecting these facilities. In the quest to achieve The product indicators other economic entities are in every way brushing as ... committeents to equip housing, schools and public buildings because ley feel that such coomittments are unprofitable and provide little in-Trease to the total amount of construction work. The collegiums and miniitry party countities and the local Party and council organs have been cal-. at come to strengthen control over the construction of non-production familities, to fight against manifestations of poor economic management, and

to persistently raise the responsibility of communists and all performed for this important sector in carrying out the program for the development of this region.

The reorganization of the non-chemozes region is a matter of concern to everyone. Thousands of young enthusiasts from other oblasts are being sent to sowkhozes and kolkhozes of the region. Those who go there to live and work should be cordially met and assisted in solving domestic matters and in selecting work that they like.

The Joviet people view participation in the reorganization of the non-chernozem region as a high civil duty. To knowledgeably direct the energy of millions in successfully reorganize the kray is an important task for the farty organizations. The work that is to be done is great and many-faceted. It includes teaching students a love for the land and agricultural labor and assistance to the professional and technical institutions in forming study groups, and concern that more scholarship students from the farms enter the vuzes and technical colleges. Deserving of special attention is the improvement of work and living conditions, the creation in each collective of an atmosphere of mutual respect and demanding exactingness. More efficient use must be made of such powerful levers as socialist competition and purposefully propagandizing the experience of outstanding workers and innovators of production, and being stricter with those who are negligent and teaching personnel how to take a creative approach to their work.

The decisions of the 2'th Party Congress called for high rates of development for the agriculture of the non-chernomen region of the RSFSH. To successfully sucception what has been planned is the patr thic duty of everyme whose labor and intellect are creating the future—the kray.

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MAKPINER: LA OR, EDUCATION, DEMOGRAPHY

# AGRICULTURAL VUZ GRADUATES LACK PRACTICAL EXPERIENCE

Moscow SOVETSKAYA ROSSIYA in Russian 26 Jul 79 p 3

Article by G. Konovalov, senior teacher at the Kubankiy Agricultural Institute, candidate of agricultural sciences, Krasnodar: "An Agronomist Without a Field: Why Are Graduates of the Agricultural Institutions of Higher Education Not Prepared for the Occupation that They Have Studied."

First In the institute N. was a member of the "aktiv" and was in all respects an excellent student. The student was destined for an outstanding future. And when she, the graduate, was sent to the kolkhoz, N. without nesitation agreed to be in charge of a complex brigade. A year later many of her commades—in—arms had already achieved good results in their work, but the collective headed by our graduate had made no progress whatsoever. In the contrary, the collective had even lost ground. In telling of this, the chairman of the kolkhoz was sincerely exasperated: "After all she has a diploma with honors, Why did they give her A's at the institute if she isses not have knowledge and ability deserving of C's?"

I thing that this is something for the workers of the agricultural higher school to think about. The system of teaching that has been employed without multiceable changes for many years in the agricultural vuses is clearly but of late.

The agreements service is specific. One of the special features is that my percent of the agricultural "shop" is located under the open sky. The later results here often depend upon soil and weather conditions and upon the skill of the agreement to make maximum use of all positive natural factors and to minimize the detrimental aspects of the negative factors.

reference books or instructions for each field, nor can there be. Therefore the law of the field (in latin agro means field and knows means law) requires a special intuition. This is why a vus graduate must primarily be taught independence and the ability to quickly make courageous and original decisions and to take full responsibility for their final results. This is exactly what is called for in the recent decree of the CPSU Central Committee and the USSE Council of Ministers, "Concerning the further development of the higher schooling and raising the quality of the training of

specialists". To be sone specific, an agronomist must not only have knowledge, but must also know how to set a sowing-machine at the seeding norm, to resulate a plow, to determine the most productive method for working a given tract of land and to organize the labor of people. And the graduate loss not know how to do these things. Although he has the degree of an agronomist, he still cannot work as an agronomist. And this is because he has not been taught to do this in the institute. One make just what are they taught?

Let us take plant growing. In lectures the students are informed of the theoretical fundamentals of science and are told what and now things are to be ione. In laboratory practice studies they are given more detailed information about the structure of crop plants; the lecturing is accompanied by a description of serbariums, seeds, fruits and so forth. The students of the institute take a so-called learning gractice. For a certain amount of time they go out into the fields with their teacher (usually the fields are experimental plots of the department) and determine the density of the plantings, the phases of plant development and enter the results of biometric estimation into their notebooks.

Although in this case the student is evaluating the condition of the plantnew, as still is not taking any kind of independent actions, making dedistant or, what is more important, learning how to "make bread": he is viewing the field as if looking into a keyhole.

The students are not undergoing production practice is constitutly consolitates furns and not at all in the amount that about the required.

In the kuban', for example, the student goes but into the field after the larger portion of the crops have already been sown: I have the farm before the start of the narrest of the crops user builty then and the sowing of the winter crops. In other words the student "unatches" only a fragment of the complicated, inter-connected process of stituting a harvest; and more often than not the student is only an outside observer. Therefore, who cannot speak of his gaining any personnal experience.

In the arrowant faculties, in particular it is necessary to increase to 1-fold the learning and projection practice estimated in a way that militalentar basis the practice encompasses all priods of field operations; and the teaching of the rank profile sinciplines should be observed literally from the first and second year. In such a case the study of general education, mannities and other special subjects, perhaps, while e some expediently transferred to the senior pure, having reduced the arrangle some of them? For example, what need does the agreements have to the reaching know about the dolling in any everyon's level (which are in vite, by geodesy), if the land management service is now remained so that the legislators of the field are never required to more information? In training is physics repeats what was hard in annotation; and all it not be better to give the graduate some annotation and all physics.

The time has come to give more serious attention to the zonality of training. After all many agricultural crops have their own peculiarities when being grown in differing soil and climatic zones. However, the generally standard program of agronomic faculties for all Soviet insitutions of higher education does not take such "nuances" into consideration and does not make it possible to "get into" the study of crops in strain biology and strain agrotechnology. This is a shame.

The process of preparing degree work is also not satisfactory. This is approximately how it is now done. In accordance with the program our students do small-plot agrotechnical work first in the department's experimental plot and then foring practical work at the farm. In applying his "experimene", the student engaged in practical work conscientiously observes the plants, takes something into consideration, calculates and weighs while fishing for the "rational grain" for his degree work. Are there many unresolved problems remaining for the student on the agrotechnology of cultivating corn, for example? Sometheless, nearly half of the graduates defend dissertations "concerning the influences of methods (or time periods) of planting corn upon the harvesting of green bulk". Is there any need to say that with the formalism and superflucusness of the completed work we are killing in the future specialist the teginnings of what must be most important - a deep understanding of problems, a creative attitude toward his occupation and a sense of responsibility for the field that has been entrusted to him at the farm.

The topic of degree work must be one of pressing concern and must make a contribution, even if only a small one, to agronomy; and the results must be applicable in the practical work of the specialist. But to make these tenirus a reality, it is necessary to draw back the walls of the vuz auditoriums and make the field itself, where the grain grows, the basic class room of the future agronomist. Isn't this why the vuz is given five years to train a scientist-agronomist, to teach him all the "secrets" of his profession and to send to the farm a skilled worker that can independently solve the problems that he faces, rather than a probationer?

 MANPOWER: LABOR, EDUCATION, DEMOGRAPHY

NEXT TO REPORTY LACK OF QUALIFIED PERSONNEL IN COAL INDUSTRY

Moscow FRAVDA in Russian 1 Sept 79 p 2

[Article by A. Sogachuk: "Miners"]

Text The entire country knows the celebrated masters of coal extraction such as Ivan Strel'chenks, Jennadiy Smirmov, Vladimir Murzenko, Yegor Drondetskiy and many others. They trace their "pedigree" from Aleksey Stakhanov, Nikita Izotov and from the heroes of the first five-year plans. They are the Prometheus figures of the 20th century, extracting fire and light from beneath the earth day in and day out. They may be people of different generations, but a feeling of pride for their trude makes them kinsmen and unites them. Theirs is love and whole-hearted devotion to the miner's work. The well-known Joviet poet Puvel Besposhchadnyy—a former lamp-carrier, norse-driver konogon? I and mine face worker, who arrived in literature d rectly in his coal miner's overalls, has written about these:

The man cutting diamonds Simply calls himself a miner....

During the past three to five years, enterprises in the sector have been experiencing difficulties with personnel and this is one of the main reasons for the fluctuating work of coal-miners. It is obvious that demographic factors common to all the country's national economy are having their effect here. In the coal industry they are aggravated by the departure for a well-marned rest of the generation of coal-miners from the first postwar years. Mine-building organizations are suffering the most of all from a shortage in the labor force. As a result, the prompt commissioning of capacities for the extraction of fuel is not being provided for and the deadlines for reconstruction of mines and pits are being disrupted, which is creating additional difficulties for coal-matracting enterprises and associations, what then are the most reliable ways to solve the personnel problem?

The opinion among miners is unanimous—vocational and technical schools are training good specialists. But it is far from every graduate who remains at the mine. We small not close our eyes to the difficulties of the miner's trate: it does not tolerate friviolity and lack of discipline and it demands if a man a certain degree of collectedness, courage and steadfastness. An their first order of priority, we grams of coal-mining later have been called upon to help in inculcating these qualities in youth and imparting to future miners a feeling of professional pride, worth and the ability to eserge as victor in the severe hand-to-hand combat with the "mountain" of coal.

The name of dors of Socialist Labor Emitriy Pridachenes is known to many. A participant in the Great Patriotic War [ World War II ] and leader of a famous collective, he was one of the first in the country to master mechanized extractive complexes and was among the pioneers of the movement of the "thousand men." A mal-ainer's "century" was 50 years. They said farewell to Emitry Kuz'mich as he went onto a pension. But soon after he came again to the mine. But not aime—he led to practice a group of fellows from the vocational and technical actual. It has now been four years that the distinguished appear has been work—we as a master of production training. His graduates are now laboring at the Fire limits Firov and Mine imeni 7 Moyabrya as well as at the Komsomolets and and charginalized mines. Each of them says with pride: "I studied under Pridamento limets," which is the best recommendation.

The training of the work shift," says L. A. Gorshkov, first secretary of the Kenerassaga Phlast CPSU Connittee, "means concern about the future of our relating is early as the end of the last five-year plan, the oblast Party mailies, the city Party committees and the rayon Party committees outlined measures to secure the personnel of the system of vocational and technical education at their jobs and to improve upbringing work among stadents."

The iming done in the oblast to strengthen the material base of the vocapair of technical education schools. For instance, A. I. Petrov, general director of the Procop'yevskupol' Procop'yevsk Coal J Association, is re-

to the fine fine fine fine coal industry in the Kuznetak Coal Basin, the fine fine sort qualified mechanized personnel trained in the fine fine and technical education comprises more than 60 percent.

The caperisated around the country.

The first and technical education. The Karaganda Basin occupies the first and in the pectar in terms of the level of full momanization of the first and inne-tenths of the fuel is extracted here with the bely of the treatment [ ochietnyye ] complexes. Only people who have a broad the streatment and the preferences training can control such equipment and the streatment and

per if verational and technical education in Karagandinskaya Otlast the everting quite a bit of effort in order to neighten the qualificaf fiture miners and to develop the training of specialists, of whom coal-miners are critically in need. Thus, School So 21 has gotten the training of specialists in underground heading [ prokhodka podzemnych vyrabotok? ], who are extremely necessary for the mines, smoothly underway. But this work is not finding support on the part of the managers of the Karagandaugol' [Karaganda Coal] Production Association and of its general director V. F. Lyannyy.

During the last 10 years the coal-miners of the basin have not built a single new educational complex, although many schools with a mining specialization are located in facilities poorly adapted for studies. Now, it is true, the construction of workshops for State Vocational and Technical School So 168 will be completed, but the question of the allocation of machine tools, equipment and educational apparatus has not been resolved in the association.

It is reasonable to ask: what are they counting on in Karagandaugol' and where are they planning to draw qualified personnel from for the basin's enterprises? Infortunately, even the staff of the sector is still not paying the due attention to the development of a network of schools for vocational and technical education and to the creation of conditions for the training and upbringing of future miners. Breat anxiety, in particular, is being caused by the training of personnel for the development of the Kansko-Achinskiy Basin. It has been envisaged to build a series of schools here for the training of miners, builders and installation workers in 1980-1981 at the expense of the Ministry of the Goal Industry. But not a single one of them has been begun yet.

conor is measured in terms of one's labor. We repeat these words often and, it times, as they say, ir vain, not always considering their deep and original meaning. The Motherland nightly values the labor of miners. Not so long ago supplementary material benefits were established, a payment for length of service was introduced and the size of pensions was increased for employees of the stall industry. Today it is a question of another matter—whether all opportunities are being utilized locally in order to raise still higher the prestage of the samer's profession and to render homage to miners in full measure for their herpic labor, we talked about this as well with N. S. Koval', first secretary of the Sorlovka City Party Committee.

"se often speak about modesty," argues Sikolay Sur'yevion, "about the campaign against excess show and ballyhoo. For, as you see, a genuine display of the achievements of the outstanding workers does not have anything in common with intentation, nor does a large-scale boliday display with excess show. The hour of Joy, just as the minute of silence, carries with it a great emotional charge and nourishes a feeling of pride for one's profession and enables one to realize here deeply the vital link with the times."

the miners of Auriovan developed competition following the method of a workers' inlay take. The miners from the Alexandr-Lapan [Alexandr-Leest ] coul Administration come out first for the annual on the new frontiers. During the April 1618 of last year, the mine face workers of Section No 90 faily surrendered a transmitted to the mountain [of coal ], which was four to five times

more than an ordinary long wall on steep seams would yield. Then the miners from Section %0 29 of the Mine imeni Cayevyy and the mechanization specialists from the 95th section of the Mine imeni Ealinin took hold of the baton. The collectives that participated in the labor relay race provided 150,000 tons of above-plan coal.

The new form of labor competition by the miners has signified also the birth of a tradition of a nationwide festival in honor of the foremost miners' collectives. The reporting of labor achievements and the handing over of the baton in the relay race have been transformed into city-wine holidays and have become a brilliant expression of gratitude and respect for the people of a heroic trade.

The city Party committee has been skillfully guided in this work by the public institutes—the ideological commission, the council for the upbringing of youth and councils of labor veterans at enterprises. For instance, the days of the Izotov fen-Day Pestival represent an entire complex of measures of an ideological order: from the I-stov labor watches at mines to schools of advanced experience, contests of mining skill, a ceremonial dedication of members of the miner's guard and lessons on the courageous professions in schools and vocational and technical schools.

It is an example worthy of imitation, but, unfortunately, there are not many examples of this sort. It is necessary to admit frankly that more often than not we get beyond the borders of the sector in propagandizing the heroic spirit of the miner's labor.

We have unde great progress since the first five-year plans, but in the organization of competition we are even now guided by the experience and traditions of our fathers. There was a time when a coupon for the right to buy a cake of heap or fabric was considered a reward for a shock worker. But even in those difficult days our people generously endowed the heroes with resounding songs with fiery newspaper lines, while the poets would sing their heroic feats.

We shall not dwell on making assertions as to whether writers, composers and artists have forgotten the road to the miners. Not at all long ago, a 10-fry festival of Soviet music was held in the Eurnetsk Coal Bauin and was marked by a great upsurge of enthusiate. The following appeared as guests among the ainers, metallurgists and builders: T. N. Khrennikov, A. N. Pakhsutova, L. A. Lyadova, Ye. F. Svetlanov, S. S. Tulikov and other composers and performers. But this is, as they say, quite a different story.

Free to four years ago the Voroshilovgradskays (b) ast Committee of the CP of the Exraine appealed to the Melodiya firm with a request to release a record with a recording of miners' songs. Melodiya delicately avoider the order; and songs about miners have not been collected for a record.

orial to the labor glory of coal-miners. One must say that even in traditional

mining ritles, there are New a reets bearing the names of illustricus fellow-townsmen, which almost remotes a point of being offensive.

The same, the professional prestige of miners depends to a large extent on a raing conditions and everyday production life and on the solution of the natural and a number of other social problems, but this is already a subject for special discussion. The general directions here have been clearly given snape in the decisions of the Party and government. As a component of state plans, the decree of the CPES Central Committee and USSA Council of Ministers, in Improving Project Planning and Strengthening the Influence of the Economic Mechanism on Raising Fruduction Efficiency and the quality of Work," stresses:

"....counselidated sections for an entire complex of measures in the field of social development are being drawn up, including measures to improve working conditions, to raise qualifications and professional skills of the employees and the general educational and cultural level of the populace and to improve housing and rultural and personal services conditions in life...."

It is time for the SUR Ministry of the Coal Industry to think seriously about seigntening the prestige of the mining engineer and technician. The section onies, for instance, has diffuse-and also penalties—not to count up his activities, but they constantly by-, as all in homors, when the brigade provides a mill homer is coal, the monor and glory go to the brigade leader, the link mater and the machine operators. For, as you can see, a million tone means, bear with, a leap specific in the dramhibition and engineering reparetness to rotation in any it means elements make and work in Days-off for the section of the coal, which make making masters, as making and the enterprise's engineering services.

- wild like to support the amagers and marty commutines of the Karamadalgol' will Asterward Tarrenovan Class J production association. There much attending to make to impropriation of the elition on trainition rections. There are also other proposals meritims attention. But one thing is clear: If we will and a maistent measure are needed to be grater the prestige of specialists in the roal initiative.

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TO THE TRANSPORT OF MARKET SI Aug 79 p. 2

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### TRANSPORTATION

# THE PARTONS IN RAIL TRANSPORT

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Ministry of Railroads, and N Va. Kleshch, head of the department at accounting, candidate of economic sciences. "Make Fuller Use of the Borness Levers of the Growth of Efficiency and the Quality of surk"

Present! To Improve Lost Accounting

in real transport, work is constantly being done to perfect the spinness reducion, to strengthen and develop cost accounting, to in reaso the effects cases of all kinds of economic stimulation. At the same time fring the past period of the fourth wear of the 10th finness of Flan frequency for the past period of the fourth wear of the 10th finness of Flan frequency for the fourth of plan targets in terms of transportation volume and the most important a source sides.

in improve the economic indicators of the railroads, the branches and out I al line enterprises of the Ministry of Railroads, measures have and worked out with regard to the further perfection of cost accounting in important lever for the development of sportational work will be serving a strict regime of economizing later, nuterial, and financial to reco. These measures were worked out on the basis of the generals affills If the results of the application in 1978 of the new row, and in the Accounting of the Reilroad Department and Sectorial line interprises and the proposals of the railroads, the administrations of the ministry, and the All-Union Scientific Research Institute of sailroad Transportation IVNIIZhT). Mireover, the plan indicators were nade more pricise and the season willisty was increased for the soundness of all clar dargets (in mittigular with regard to the capital-generating indicators), the provider I'r . file formation and income formation, thrinking and calculations, the bet emination of the right to operating expenses and incentive finds in difficient taking as point of departure the input of every collective with regard to the final results, the procedure for assessing productions 'inance activity was charified

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In parence the interest of enterprises in the economical parenditure of a pating funds and to increase their responsibility for tolerated excess expenditures, a decision has been taken concerning the decrease of miterial limitative funds for the industrial line enterprises for failure to lower or the growth of non-productive expenditures in comparison to their magnitude for the decrease of last year.

The technical I stallations of the divisions of the rational eigenation on the technical I stallations of the divisions of the rational eigenation on the confiction, and the energy supply sectors, a decision was the in addition to the earlier established procedure of providing an interior funds in an amount up to 5 percent irrespective of the fulfillment of traject in terms of numerical assessments, concerning an incentive for difficulty of initializations in an amount of the determinant of the determination of the category assessment in an amount of the category assessment.

the maintenance of installations and a procedure to their calculation and appropriate to their calculation for example, according to the extensive of the condition of the track in pure it is multipled as the condition of the track in pure it is multipled to the resence of one deviation from the life amount in the calculation of the appropriate to the continuous of the appropriate to the condition of the conditi

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on the completion of the established volume of transportation while disallowing the overexpenditure of operating funds.

## Introduction of anstaproduction Cost Accounting

At the various levels of administration, cost accounting, as an economic categ ry, represents the interrelations between the state and the sectors of the national ecoromy, associations, between the enterprises of one and different sectors and the subdivisions within enterprises. At the level of the specialized line enterprises, it reflects, above all, the production relations among enterprise and its subdivisions in the process of the fulfillment of plan targets while securing the most effective utilization of labor, material, and financial resources, and also the relations between the enterpri : and its workers, realized in the process of the organization more setting, and pay of labor, the establishment of bonus systems, the fulfillment of obligations in accordance with a collective contract, and ther: The latter must sithout fail be taken into account in the determinotion of the place and significance of intraproduction cest accounting in the system of cost accounting of the subdivisions of the operating activity of the Ministry of Railroads, keeping in mind that it is an obligatory method of plan management in the internal subdivisions of the specialized . . uperations Therefore, the assessment of the work of the intraprodo from subdivisions, which operate on the basis of cost accounting, must be rade only or the basis of the results of their cost accounting activity. In the determination of the victors in socialist competition and the right to hay them bonuses, the results of intraproduction cost accounting must also be taken as the basis.

in variation transportation, the introduction of intraproduction accounting is being realized on the basis of the combination of the centralized planall management with operational economic independence, reimbursement of injuries, the material interest in the improvement of the results of econotic activity, and control of the ruble. In so doing, the effectiveness in efficacy of intraproduction cost accounting depends in many respects or the observance of its most important conditions: operation-production Interpredence of the subdivisions in the disposal of material and labor reparces within the limits of the plan in order to mobilize reserves for its most effective fulfillment; the reinbursement of expenses, i. e., securing economical use of resources, expenditure of labor, materials, firel, and electric energy, monetary funds against the norms of their exmenditure, taking into account the actually completed volume of work; a minimum range of plan indicators and cost accounting indices (with the targets and norms having to be established in terms of such types of work and expenses which the collective of the subdivision can directly influence); marantees of the material interest of the collectives of the subdivisions ent every worker in the improvement of the final results of production by wans of coordinating the results of cost accounting activity of the brigades, shifts, and sections with the system of bonus payments, the procedure for determining the victors in the socialist competition; control of

the ruble for the quality of production, the completion of various work and services, terms of plan fulfillment, material responsibility for tolerated waste.

The introduction of intraproduction lost at sunting and its further perfection presuppose the observance of a number of quitarents, more specifically: the simplification of the internal area ture of the enterprise and its subdivisions, the accurate determination of the functions of every production link, the establishment of a normative hase of labor, material and financial resources; the regular review of existing and the development of progressive norms of the expenditure of labor and the expenditure of materials, spare parts, fuel and energy resources, and also indices of the quality of the maintenance and utilization of basic producer goods; the perfection of technical-economic and operational production planning; the determination of the specified and accounting indicators of the cost accounting activity with regard to every subdivision and their close coordination with the indicators of the enterprise; the development of a system of intraproduction cost accounting claims; the establishment of an effective system of individual and collective bonus payments for the successful fulfillment of plan targets, the organization of socialist competition, regular surming up and analysis of the results of the cost accounting activities of the subdivisions of the enterprise.

It must be noted that lately significant organizational and methodological work has been done in railroad transportation on the development and strengthening of intraproduction cost accounting. Recommendations have been issued with regard to the perfection of intraproduction cost accounting in locomotive and railroad car depots, railroad divisions, signalling and communication, civilian installations, energy supply sectors, sorting, freight, and sector stations, passenger stops and stations, in mechanized divisions of loading and unloading work. A network school has been conducted for the exchange of progressive experience in the organization of intraproduction cost accounting, the results of which have led to appropriate recommendations.

The sphere of application of intraproduction cost accounting must be extended to all subdivisions of specialized line enterprises. In so doing, the results of intraproduction cost accounting must to a great degree find reflection in the results of the production-finance activity of the subdivisions.

Planning and the Development of Incentive Funds

Speaking of the essence and purpose of economic incentive funds, we must keep in mind that material interest, which stimulates the development of social production, constitutes an objectively conditioned category which is determined by the character of productive relations, and in our conditions—by the productive relations of developed socialism. These important conditions must be taken into account in the selection and practical utilization of economic levers for iccreasing the efficiency of

social production as a whole, as well as every sector of the national economy and their cost accounting links.

It is necessary to underscore that in the process of the development and perfection of the system of planning and economic incentive new decisions, taking into account accumulated experience, were taken with regard to the procedure for planning and the development of incentive funds. The established procedure for the determination of the plan dimension of incontive funds for the last years of the Ninth and Tenth Five-Year Pians leans to be economically justified. However, in our opinion, no such assessment can be made in regard to the procedure for the determination of the plan dimensions of incentive funds for the years of the Five-Year Plan and especially in the more specific year plans. Thus, if the plan insinitude of the material incentive fund for the last year of the Tenth Five-Year Plan for the sectors of the national economy and their entermiles is closely connected with the size of the plan wage fund and its structure in regard to two groups of workers, in the spacing out of that fund by the years of the five-year plan such a connection is lost, as also in the determination of the plan dimensions of the material incentive funds in the more specific annual plans. But it is in the specific annual plans alth regard to real conditions that main task in regard to raising the miterial and cultural standard of living of the people and the basic tasks of every sector of the national economy are realized.

In our view, we need an economically justified solution of the question of the procedure to be followed in the determination of the plan sums of the intertal incentive funds by years of the five-year plan, as well as particularly in the more specific annual plans. This necessity is supported to the following data applicable to basic operating activity: in the precise annual plan for 1978, in opposition to the targets of the five-year plan, it is envisaged to lower freight turnover by 4.5 percent, to increase the wage fund by 3.6 percent and to lower the material incentrive fund by 15 percent, and in the specific annual plan for 1979 the corresponding figures are 6.7, 5, and 28.7 percent.

in connection with this it is expedient to catablish a single procedure for the determination of the plan dimensions of the material incentive funds in the five-year and annual plans of the operating activity of the Ministry of Railroads in regard to the railroad net as a whole and for its cost accounting links (railway, division, specialized line enterprise)—by not as in percentages of the plan wage fund. The norms for the years of the five-year plan must be determined with regard for their uniform increase in comparison with the norm for the last year of the preceding five-year plan. For instance, if that norm for the railway network in 1980 will amount to 9 percent, and 11.5 percent are planned for the last year of the following five-year plan, then the indicated norms for the remaining years come to 9.5, 10, 10.5, and 11 percent. The norm for the material incentive fund in percentages of the wage fund for the last year of the five-year plan is determined in accordance with the table of the USSR State Planning

Commission (Gosplan) with regard to the specific weight of the wage fund of workers in the general fund.

Analogous procedures must be used in the determination of the differentiated norms of the material incentive fund in percentages of the wage fund and in terms of the cost accounting links, but with regard for the creation of reserves of the material incentive fund of the Ministry of Railroads (including for new enterprises as well), railways, and divisions, and also with regard to the essential changes in the structure of the wage fund for two groups of workers that are being planned.

In our view, it is expedient to envisage as capital formation indicators for the network of railways: "growth of labor roductivity" and "freight turnover", which will reflect the final result in the fulfillment of the basic task of transportation—to satisfy the requirements of the national economy and the population with regard to transportation more fully and punctually. In turn, the Ministry of Railroads should be granted the right to establish capital formation indicators for the railways, their divisions and specialized line enterprises with regard to the main tasks confronting the collectives. In particular, for some railways and divisions these indicators may be: "the dispatch of freight" or "work in railroad cars (quantity of cars loaded and loaded cars received)" or "transfer to railroad cars" and others.

Taking into account that the source of the formation of incentive funds is profit, the railway network, the railways and divisions must establish a balanced profit as one of the basic indicators; for undertulfillment of the plan, in accordance with which sums of material incentive funds are allocated according to the level of fulfillment of the targets with regard to the capital formation indicators, it is necessary to make proportional reductions, but not more than by 30 percent of their plan dimensions.

For the calculation of changes in the material incentive funds because of overfulfillment or underfulfillment of targets in regard to capital formation indicators, material incentive fund totals must established as a normative base for the railway network, the railway and division which are envisaged in the specific annual plans for the railway network and every cost accounting link of the basic operating activity of the Ministry of Railroads.

The norms envisaged in the annual plans for increasing the material incentive fund totals for overfulfillment of the targets in regard to capital formation indicators for the railway network is expediently established at the level: for freight turnover--2 percent and for growth of labor productivity--1.4 percent. The reduction of the plan totals of material incentive funds for underfulfillment of the targets in regard to capital formation indicators must take place in accordance with the stated norms, increased by 10 percent.

In our view, the current procedure of planning and forming funds for the development of production, social and cultural measures and housing construction is economically justified and it must be preserved in the following five-year plan. However, it must be taken into account that not less than 60 percent of the means in the fund for social and cultural measures and housing construction are being directed toward the financing of expenditures for the construction and repair of housing and therefore the remaining part of the fund is clearly inadequate to meet the demands made in regard to its other purposes, the volume of which is constantly growing in conformity with the plans of social development. Therefore, the norm of the fund for social and cultural measures and housing construction for the railway network must be increased to 50 percent from the material incentive fund, and by railway the magnitude of this norm must be established differentially with regard to the tasks envisaged in the plans of social development of the collectives and the necessity of removing unjustified differences in the size of this fund in the calculation per worker.

It appears that the acceptance of the proposals concerning the improvement of the procedure for planning and developing economic incentive funds will promote the strengthening of cost accounting in the railways, enhance its influence on the increase in the quality and efficiency of the work of railway transportation.

Addits and Problems of Applying the Shchekino Method

Among the methods that have justified themselves in the struggle to improve the quality of work and to increase production, the Shchekino method has achieved broad recognition. The essence of this method is defined by the slogan: "Less personnel, more production!"

With the goal of accumulating many-sided experience, four divisions--Novomaskavsk Mascow, Mascow and Pskov October and Voronezh Yugo-Vostochnaya railways--are working since I July 1978 on the basis of the Shchekino method of perfecting the organization of work, material incentive and planning A review of the materials of the work according to this method show that the results of the application of the Shchekino method to the four divisions and their specialized line enterprises are on the whole positive, but a number of conditions require essential refinements and new solutions. The implementation of the plan of organizational-technical measures in the second half of 1978 made it possible to free 430 people, which amounts to something less than I percent of the total contingent. The overage monthly wage increased with a growth in labor productivity that ran ahead of schedule, with the exception of the Voronezh division of the Yugo-Vostochnaya Railway, where targets in regard to the volume of transportation were underfulfilled. A great deal of work on the organization and norm setting of labor, etc. was carried out.

Not setting ourselves the task to elucidate in detail the results of the

application of the Shchekino method of perfecting the organization of labor, material incentive, and planning for every division and their enterprises, let us examine some questions which, in our view, must be better solved and find reflection in new sectorial recommendations.

Norms or a stable wage fund? It appears that stable norms must be applied to the level of the railway and division. At the same time, because of the great differences in labor intensity they must be differentiated in terms of kinds of train service. For example, according to the report for 1977, the production cost of passenger transportation for the network exceeded the production cost of freight transportation by a factor of 2.6, and in part of the wage fund—by a factor of 3.07; in 1978 the corresponding figures were 2.63 and 3.1. Broken down by divisions and railways, these differences are even more significant. Stable plan wage funds must be applied, as a rule, on the level of specialized line enterprises. In both cases, the stability of the norms and the wage funds cannot be unconditional, but must proceed from the existing capacities and the existing technical equipment. Whenever they are changed, it is legitimate to raise the question of correcting the norms and the wage fund.

A solution must be found to the question concerning the indicators of the assessment of the final results of applying the Shchekino method: "freeing of the contingent" or "completion of a greater volume of work by the same contingent". In all probability, in the presence of adequately justified norms of labor intensity, no special preference should be given to the indicator "freeing of a contingent". It appears expedient to legalize the indicator mentioned, allowing for the direct and indirect freeing of a contingent.

In the sectorial recommendations it is necessary to envisage a more explicit procedure for the use of the savings in the wage funds, transferred into the material incentive fund. This is necessary in order not to allow an absence of personal responsibility for the results of work. For example, in the Novomoskovsk division 123,000 tubles were economized and about 100,000 rubles were expended for the payment of rewards based on the results of work for the year. What is more, even the workers of those enterprises which did not achieve economies in the wage fund received rewards.

A significant reserve for the freeing of a contingent in accordance with the Shchekino method is the combination of professions (posts), under which the duties of workers are fulfilled by engineering-technical workers or employees. According to the current situation, such combination is allowed and additional payment for such combination is made at the expense of the wage fund for engineering-technical workers and employees, including also the apparatus of administration, the expenses for which are being strictly limited. In our view, this question may be positively solved in the event that the calculation of additional pay will some from the wage fund of workers or from similar expenses, as this is done for the payment of part of the official salaries of specialists of enterprises who have

been sent to help gather the harvest.

The determination of the magnitude of savings in the wage fund, which may be used for additional payment or transferred into the naterial incentive fund, is closely connected with the overall results of the activity of all cost accounting links, especially the specialized line enterprises. Therefore, new recommendations concerning the introduction of the Shchekino method must be composed with regard for the determination of the right to expenses and brought into conformity with the demands of cost accounting in the railways.

A very important condition for raising the effectiveness of the Shchekino method is the objective account of the achievements of every link, including the production sectors, in securing savings in the wage fund by virtue of the development and realization of organizational-technical, technological and other measures, the introduction of progressive experience and the achievements of innovators. Therefore it is important to solve the question concerning the origin of funds and the procedure of their utilization in cases when the production sector effected savings in the wage fund, but the enterprise did not. Moreover, in order to expand the sphere of application of the Shchekino method to the railways, such important questions demand solution as the improvement of the planning of targets with regard to volume, quality, and economic indicators, especially in regard to the wage fund, strengthening the soundness of the stability of the norms for the wage fund, the elaboration of clear-cut criteria and conditions of specifications to be allowed.

The perfection of cost accounting, the expansion of the sphere of application of intraproduction cost accounting, the improvement in the procedure for planning and developing economic incentive funds, the wide dissemination of the Shchekino method in exterprises of railroad transportation will promote the development of operational work and the successful fulfillment of plan targets.

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### TRANSPORTATION

### BRIEFS

EASTERN BAM BRIDGES--Two railway bridges over the Unakha and Olongro rivers have been commissioned on the eastern section of the BAM Railway. Builders of the central BAM must now build a bridge over the mountainous Bryanta River. [Blagoveshchensk Domestic Service in Russian 1000 GMT 1 Oct 79]

RAILCAR DEPOT RECONSTRUCTION—Reconstruction at the Ruzheno railcar depot envisages establishment of a new wheel shop which will permit the enterprise to change to a flow repair system. On completion of reconstruction work the capacity of the enterprise will increase from 3,800 to more than 5,000 repaired railcars a year. [Vladivostok Domestic Service in Russian 0930 GMT 3 Oct 79]

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